THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Allan J. MacEachen, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

Editorial Staff

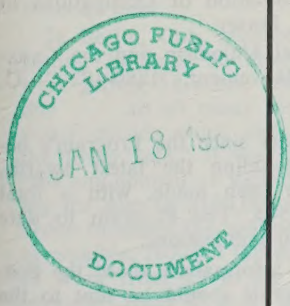
Editor
W. S. Drinkwater

Assistant Editor

Editor, French Edition

Circulation Manager
J. E. Abbey

Cover Photograph
National Film Board



Vol. LXIV, No. 11 — CONTENTS — November 1964

Labour Department-University Research Program 934
50 Years Ago This Month 935
Notes of Current Interest 936
Anti-Discrimination Legislation in Canada, 1964 939
U.S. Civil Rights Act, 1964 944
Canadian Association, Administrators of Labour Legislation 947
Safety and Health Legislation in 1964 960
Report of Unemployment Insurance Advisory Committee 964
96th Trades Union Congress 966
Employment and Unemployment, October 970
Latest Labour Statistics 972
Collective Bargaining Review:
Collective Bargaining, Third Quarter 973
Bargaining Calendar 977
Collective Bargaining Scene 980
Conditions of Work in Sheltered Employment 983
Job Re-design for Older Workers 984
Women's Bureau: Employment of African Women 985
Certification and Conciliation:
Certification Proceedings 986
Conciliation Proceedings 990
Labour Law:
Legal Decisions Affecting Labour 997
Recent Regulations, Federal and Provincial 1001
Unemployment Insurance:
Monthly Report on Operation of the Act 1009
Decisions of the Umpire 1010
National Employment Service:
Monthly Report on Placement Operations 1014
Wage Schedules 1015
Price Indexes 1021
Publications Recently Received in Department's Library 1022
LABOUR STATISTICS 1028

Indexed in the Canadian Periodical Index

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each. Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

90166—1

Labour Department-University Research Program

Grants for 1964 number 13 and have total value of $22,900 In Program's 14 years, 1951-64, grants have totalled 95 and value has totalled $104,545. Twenty studies published so far

Thirteen grants with a total value of $22,900 have been made under the Labour Department-University Research Program for 1964-65. Twenty-one applications requesting a total of $43,100 had been received.

Grants last year numbered 12 and totalled $14,695.

Since the program began in 1951, grants have totalled $104,545.

Under the Labour Department-University Research Program, grants are made to encourage research that will bring about an increased understanding of the characteristics and the role of manpower and industrial relations in the Canadian economy. Financial assistance is given to provide support to qualified persons undertaking such research studies.

Since 1951, the Department of Labour, in co-operation with representatives of Canadian universities, has awarded grants annually. In the beginning, the grants were for research in industrial relations. In 1962, the Program was expanded to cover all aspects of labour economics in Canada, and grants are now offered for studies in such subjects as changing manpower requirements, adaptation of manpower, investment in education and training, and unemployment.

Applications will be accepted from postgraduate students, university faculty members, and others possessing research qualifications provided they are Canadian citizens or have a degree from a Canadian university. The postgraduate training of students must be in a field of social science.

1964 Grants

The 1964 grants were made for the following studies:

—"The Consequence of Provincial Jurisdiction for the Process of Company-Wide Collective Bargaining in Canada: A Study of the Packinghouse Industry"—Alton W. J. Craig.

—"An Analysis of the Impact on Wages and Fringe Benefits of International Unions Bargaining in Canada—Experience in Six Industries"—Bryan M. Downie.

—"White-Collar Unionization: A Study of the Banks, the Staff Associations and a National Union of Bank Employees"—John Howard Goodwin.

—"Labour-Management Relations in the Construction Industry"—Peter Garfield Green.

—"Bibliography and Source Materials on Canadian Industrial and Labour Relations" —Fraser A. Isbester.

—"Industrial Relations and Dispute Settlement in the Pulp and Paper Industry in Eastern Canada, 1950-1966"—Hem C. Jain.

—"The Treatment of Public Interest Disputes in the Province of Quebec and the Attitudes and Philosophy That Have Led to Such Treatment"—Jack Sandor Klein.

—"An Investigation of the Drop-out Ratio from the Federal Government's Retraining Program for Unemployed Workers"—Edward William Mann.

—"The University and Occupational Choice"—Bruce McFarlane.

—"The Relation of Skilled to Unskilled Wages (with special reference to Canada)" —Jean-Luc Migue.

—"Development of a Short-Run (6, 9, 12 months) Forecasting Model of Over-all Participation in the Canadian Labour Force"—Alexei Nicholas Polianski.

—"Public Evaluation of Occupations in Canada"—John Porter.

—"Bi-National Unionism and the Canadian Union Movement, 1880-1920"—C. Brian Williams.

In the 14 years since the Program's beginning and including the latest awards, 95 grants have been made, with a total value of $104,545. The Program to date has produced 20 publications.

Requests for information about the Program or the grants should be sent to the Secretary, Labour Department-University Research Committee, Economics and Research Branch, Department of Labour, Ottawa.

From the Labour Gazette, November 1914

50 Years Ago This Month

Depression continues, and some wages reduced in unorganized plants; but in establishments with collective agreement there was little cutting of rates. Orders for war supplies begin

During October 1914, unemployment continued to be heavy across Canada, although some establishments were beginning to feel the stimulus of demand for war supplies. There was considerable downward pressure on wages, but the LABOUR GAZETTE for November 1914 said that there was little actual cutting of wages in the "leading trades" that had agreements with employers in which a wage scale was specifically set out.

Many of the industries affected, however, had adopted a short-time policy or had laid off a number of their employees; and in cases where employees were not organized, there had been some reductions.

A number of the reductions were substantial. For example, unskilled labourers at Sherbrooke had their wages reduced from $1.50 and $2 a day to $1 and $1.25; the pay of 150 plasterers in Ottawa was reduced from 55 cents to 45 cents an hour; in Orillia, the wages of employees of an iron foundry were cut 10 per cent, and in an implement factory wages were reduced 20 per cent. In the same place, wages of unskilled labour dropped from $2 and $2.25 a day to $1.50 and $1.75.

In Lethbridge, labourers hired by the month were getting $30 and $35 instead of the $35 and $40 they had formerly been getting. Day labour was being paid $1 less a day than formerly. In Hamilton, teamsters employed by the city had their wages reduced by 5 cents an hour to 60 and 50 cents an hour.

In Berlin, Ont., labourers who had been getting 24 cents an hour the year before were getting 18 cents, "the reduction being due . . . to so many men from factories doing outside work and willing to accept the lower rate." It was also reported that "the city council of Victoria, B.C., in spending the sum of $100,000 on relief work, in order to make the appropriation go as far as possible, reduced the wages for this class of work from $3 to $2 per day, and for teamsters from $7 to $5 per day." In Owen Sound, 50 unskilled labourers working on the streets had their rate reduced from 25 cents an hour to 17½ cents.

On the other hand, "stage hands at Montreal, as the result of a strike, received a 10-per-cent increase in wages, $1 a week increase at once, the balance to be given later on, when the European war is adjusted." Stage carpenters and stage hands in Ottawa also got an increase of $2 a week.

Notwithstanding these reported reductions in wages, this journal said, "Despite the industrial depression throughout the country, there was not much actual cutting of rates of wages . . . ."

The LABOUR GAZETTE's Montreal correspondent said that Montreal had been chosen as headquarters for the purchase of British army supplies in Canada, and that a local representative of the Imperial Government had been appointed.

The report continues, "Eight city firms have had evenly divided among them an order for 25,000 sheepskin-lined coats, which will keep their factories working for a few weeks to come. An order of 600,000 sweater coats, to be delivered by December 15 at $18 a dozen, was spread all over the Dominion, local firms getting their share. An order for 400,000 more is expected to follow later.

"Orders were also placed for a million pairs of worsted socks, a million pairs of woollen mitts, and a large quantity of cholera belts, as well as for woollen headgear. Orders for a million pairs of heavy under-drawers and half a million heavy English army shirts are among the articles required as well. . . ."

Alberta Labour Convention

At the second annual convention of the Alberta Federation of Labour in Calgary, the most important matter dealt with was the unemployment problem, this journal reported. The preamble to a resolution put before the meeting stated, among other things, that "the European war has accentuated the growing industrial depression amongst the workers to such an extent that we are on the eve of possibly an unprecedented social catastrophe."

After three hours discussion, a resolution was unanimously approved by which the delegates decided to "instruct our executive committee immediately upon adjournment of this convention to point out to both provincial and Dominion Governments that the present general statistics warrant the Governments in taking definite action at once to relieve distress."

Minister Urges More Co-operation to Wipe Out Islands of Poverty

The Minister of Labour, Hon. Allan J. MacEachen, has advocated increased federal-provincial co-operation to wipe out "islands of poverty" in Canada.

Speaking to a Hamilton, Ont., service club, the Minister said that although the average income of the Canadian non-farm family was $5,500, there were more than 160,000 famiiles subsisting on incomes of less than $1,000.

The majority of these families live in depressed areas which are "self-perpetuating" because they lack the means to educate their youth to compete in today's labour market, he said.

Mr. MacEachen promised that the federal Government would press on with measures to consolidate and raise the level of prosperity in the country as a whole and in such slow-growth areas in particular.

He stressed, however, that this was not a job to be done entirely by the federal Government, but one calling for co-operation at all levels of government and for support from private citizens.

The Minister was speaking, during United Nations Week, on the International Labour Organization, a U.N. specialized agency, and its adoption of some 120 Conventions covering basic labour standards that together constitute an international labour code. Canadian concern with problems of international development, he said, was affecting the way we look at Canadian problems also.

"More and more Canadians are coming to realize that people in some regions of our country and workers in some industries and occupations are not sharing fully in the general rise we have experienced in our standard of living in recent years.

"It is difficult for some to realize that we can have problems of poverty at a time when we have more people employed in Canada than ever before in our history; when our gross national product is the highest it has ever been; when our unemployment rate continues to fall . . . .

"It seems to some to be incredible that poverty can exist in these circumstances. And yet it does," he said.

Roger Provost, QFL President, Died Last Month at Age of 53

Roger Provost, President of the Quebec Federation of Labour, and a Regional Vice-President of the Canadian Labour Congress, died in Montreal on October 20 at the age of 53 years. He was the second CLC officer in two months to die; General Vice-President William Jenoves died on September 4 (L.G., Oct., p. 848).

Mr. Provost had been head of the QFL since 1950, and continued in this position after the merger with the Quebec Federation of Industrial Unions in 1957. He was elected a regional vice-president of the CLC at its founding convention in 1956.

He had been a tireless worker in the cause of labour. One of his last campaigns was "the battle of Bill 54" to win modification of the original draft of Quebec's new labour code.

He was co-chairman with CLC Executive Vice-President William Dodge of a CLC organization drive in Quebec province. More recently, he had been asked by the International Typographical Union to serve as negotiator in the strike at the Montreal newspaper, *La Presse*.

A native Montrealer, Mr. Provost was educated at College St. Jean and the University of Montreal. When he entered the labour movement in 1947 he had had banking, newspaper and insurance experience.

He started his labour career as regional representative of the United Hatters, Cap and Millinery Workers' Union. In 1952 he became an organizer for the United Textile Workers of America, and subsequently Canadian Director and International Vice-President of the UTWA.

Mr. Provost was a former secretary of the Montreal Trades and Labour Council and remained closely identified with its successor, the Montreal Labour Council.

He had been a member of the Montreal City Council for a number of years and represented the labour movement on the council of the New Democratic Party.

Louis Laberge, Quebec organizer for the United Automobile Workers, was elected to succeed Roger Provost as President of the QFL at an October 31 meeting of the executive council. Mr. Laberge, who began his labour career as a Machinist, had been second vice-president of the Federation since 1941, and is a former President of the Montreal Labour Council and a former regional vice-president of the CLC.

The United Textile Workers of America have announced the appointment of George Payette and William Foley as co-directors of the union to fill the post left vacant by Mr. Provost's death.

The CLC, which last month named William Ladyman, vice-president of the International Brotherhood of Electrical Workers, to succeed the late William Jenoves as general vice-president, has deferred until a later meeting of the executive council the naming of a successor to Mr. Provost.

Former B.C. Deputy Labour Minister, Adam Bell, Helped Organize CAALL

Adam Wightman Bell, a former British Columbia Deputy Minister of Labour and Chairman of the province's Workmen's Compensation Board, died on September 26 in Victoria at the age of 74.

While Deputy Minister, Mr. Bell took a leading part in the organization in 1938 of the Canadian Association of Administrators of Labour Legislation and was its first president. In recognition of his services, he was made an honourary president of the Association in 1960.

He was also a past president and honorary life member of the International Association of Governmental Labour Officials of the United States and Canada.

Mr. Bell, at one time a member of the International Association of Machinists, entered the provincial government service in British Columbia in 1929 as a member of the Male Minimum Wage Board. He was appointed Deputy Minister of Labour in 1931, and from 1946 until his retirement in 1955 he was Chairman of the Workmen's Compensation Board.

At the time of his death he was Chairman of the Retired Civil Servants' Association of British Columbia.

C. A. L. Murchison Retires As Commissioner of UIC

The retirement of C.A.L. Murchison, a Commissioner with the Unemployment Insurance Commission since 1947, was announced last month. Mr. Murchison represented employer organizations on the three-man Commission.

A native of Souris, Man., Mr. Murchison is a graduate in law of the University of Manitoba. He first came to Ottawa at the end of 1941 to assist in organizing the legal division of the Wartime Prices and Trade Board.

In 1944, he was seconded to the National War Labour Board to organize the review division of that body. In 1945, he was appointed secretary and the following year became chairman of the National War Labour Board.

Mr. Murchison is a veteran of the first World War, enlisting in 1915 with the 16th Battalion, Canadian Scottish. He was wounded at the Battle of Hill 70 and the Battle of Amiens.

CBRT's Elroy Robson Retires, Was Vice-President 22 Years

Elroy Robson has retired as national vice-president of the Canadian Brotherhood of Railway, Transport and General Workers. Mr. Robson, 67, stepped down during the union's triennial convention at Windsor in September.

Speaking at the convention banquet, Mr. Robson recalled the early days of the labour movement, when "there were many forces at work to destroy the union." These included some employers and employee organizations, and the timidity of the workers themselves.

"We have come a long way from the small group who pioneered to the present large group," he said.

Mr. Robson, son of a railwayman, began his union career in 1917, when, at 19 years of age, he became a full-time railway union organizer. He organized locals in Montreal, Ottawa, Toronto and other railway centres all over Canada.

In those days, union organizers worked under adverse conditions, and sometimes in the face of real physical danger.

In 1919, Mr. Robson was sent to Winnipeg to re-organize the union in the aftermath of the General Strike, and he remained in the West for 13 years.

Coming to Toronto in 1934, he helped to organize the Ontario Federation of Labour, and was its president for the first three years. He was president of the Toronto Labour Council and director of organization for the Canadian Congress of Labour.

During the Second World War he was a member of the Ontario War Labour Board and was awarded membership in the Order of the British Empire for his services.

Since 1942, he has been re-elected vice-president of the CBRT at every convention.

Woman Attains Montreal's Highest Civic Classification

Miss Germaine Pepin has been unanimously named by the Montreal City Council to the top classification in the city's municipal service: Director of Department. This is the first time that a woman has held this $20,000-a-year position.

Although the appointment is temporary, Chairman Lucien Saulnier stated that Miss Pepin would be suggested when the time came to name a permanent incumbent.

Canadian Woman Ambassador Named Chairman of U.N. Agency

Miss Margaret Meagher, Canadian ambassador to Austria, has been elected chairman of the board of governors of the International Atomic Energy Agency. Miss Meagher, of Halifax, is the first woman to head the 26-country board.

The International Atomic Energy Agency, with headquarters in Vienna, is an agency of the United Nations.

A graduate of Dalhousie University, Miss Meagher joined the Department of External Affairs in 1942 and received her first ambassadorial post—in Israel—in 1958. In 1961 she also served as high commissioner to Cyprus. She became ambassador to Austria in 1962.

In Parliament Last Month

(page numbers refer to Hansard)

During October, the House gave first and second reading to a bill, the Canada Labour (Standards) Code, respecting hours of work, minimum wages, annual vacations and paid holidays in federal works, undertakings and businesses; and first reading to a bill to amend the Merchant Seamen Compensation Act. A measure to be known as the Canada Pension Plan was introduced, and a Convention of the International Labour Organization was adopted.

On October 1, the Minister of Labour introduced Bill C-126 respecting hours of work, minimum wages, annual vacations and holidays with pay in federal works, undertakings and businesses (p. 8615). The Bill was given first reading immediately (p. 8616).

On October 13, the Minister, moving second reading, gave a detailed explanation of the Bill (p. 8998); the Bill was given second reading on October 14 (p. 9065).

On October 19, during consideration in committee, an amendment was carried, against the opposition of the Minister, that raised the number of paid statutory holidays prescribed by the Bill to eight instead of seven (p. 9189).

On October 13, the Minister of Labour moved consideration in committee of a measure to amend the Merchant Seamen Compensation Act to: reduce the length of time a seaman must be disabled to be eligible for compensation; increase the maximum amount payable as burial expenses; provide for payment of compensation, in the case of a seaman who dies of an injury, for each dependent child under 21 years who is attending school; and make certain other changes (p. 8990). The Minister introduced the measure as Bill C-131, and it was given first reading (p. 8993).

On October 13, the House, on the motion of the Minister of Labour, adopted Convention No. 111 concerning discrimination in respect of employment and occupation, which had been adopted by the 1958 International Labour Conference (p. 8997).

On October 26, the Prime Minister announced that the Government had taken steps to appoint a commissioner to examine proposals by the Canadian National Railways for "running through " Nakina, Ont., and Wainwright, Alta. (p. 9404). The Prime Minister said that the CNR had agreed to withhold further action in the matter pending a report by the commissioner.

Letter to the Editor

Dear Sir:

I read your summary of my paper, "The Structure of Unemployment in Canada," presented to the 1964 McGill Spring Conference [L.G., Aug., p. 650] with interest. I would, however, like to stress here findings in the paper which your summary does not report, and indicate the results of further empirical refinements . . . .

In the closing sections of your summary you indicate that I had found no change in the composition of unemployment in Canada which could not be explained by the fact that the over-all level of unemployment had also varied. I reported at the Conference that there had occurred in the province of Quebec an upward shift in the share of total Quebec unemployment accounted for by males, a result I have yet to explain.

Further empirical analysis has indicated other independent changes in the regional composition of unemployment:

1. Females in B.C. now account for a greater share of total female unemployment in Canada (it should be noted that B.C. female labour force participation rates have increased much more strongly than in any other regions across Canada).

2. Males in the Atlantic region have experienced a further slight deterioration in their employment opportunities relative to males in the other regions of Canada.

These subsequent findings have caused a change in the policy conclusions from the analysis. The paper, which will appear in the Proceedings *of the McGill Spring Conference, has been altered to take them into account.*

(Sgd.) Pierre-Paul Proulx,
Assistant Professor,
McGill University.

Anti-Discrimination Legislation in Canada, 1964

Parliament approves ILO Convention respecting discrimination in employment, Quebec and Yukon adopt fair employment laws, British Columbia bans discrimination against older workers

Since the celebration of the 15th Anniversary of the Universal Declaration of Human Rights in 1963, both Houses of Parliament have adopted resolutions approving Convention 111 concerning discrimination in employment and occupation, which was adopted by the International Labour Conference in June 1958.

During the past year also, several other jurisdictions in Canada have taken positive steps to guarantee the rights set forth in the Universal Declaration of Human Rights by enacting anti-discrimination legislation, prohibiting discrimination based for the most part on race, national origin, colour or religion.

In Quebec, an Act was passed that forbids discrimination in employment and in trade union membership on grounds of race, colour, sex, religion, national extraction or social origin.

The Council of the Yukon Territory adopted a Fair Practices Ordinance prohibiting discrimination in regard to employment, trade union membership and accommodation.

The British Columbia Fair Employment Practices Act was amended to include age discrimination among the prohibited employment practices, making British Columbia the first jurisdiction in Canada to adopt this type of anti-discrimination provision.

In Newfoundland, a Bill that would have banned discrimination in employment and in trade union membership was given first reading.

APPROVAL OF ILO CONVENTION RESPECTING DISCRIMINATION

A significant development at the federal level during the year in the human rights field was the approval given by Parliament to the International Labour Convention Concerning Discrimination in respect of Employment and Occupation (Convention 111). The motion was agreed to in the Senate on June 16 and in the House of Commons on October 13.

Convention III was adopted by the International Labour Conference in June 1958 and has since been ratified by 45 member countries.

The purpose of this Convention is to promote efforts throughout the world to remove discrimination in employment and occupation based on grounds of race, colour, sex, religion, political opinion, national extraction or social origin, and to promote equality of opportunity.

A country that ratifies this Convention assumes an obligation "to declare and pursue a national policy designed to promote by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation with a view of eliminating any discrimination in respect thereof."

On ratifying this Convention, a member country must report regularly to the ILO on the manner in which the policy is being observed.

As the Minister of Labour pointed out when introducing the resolution, the subject matter of this convention is partly within federal and partly within provincial jurisdiction; but the obligation imposed rests essentially on the federal Government.

An ILO committee of experts which reviewed this Convention has stated that it is possible for the federal authorities, in federal states, to give effect to this Convention by:

> . . . declaring a national policy and by pursuing it through methods appropriate to existing constitutional practice; for example, by taking direct legislative or other action in areas which are within the competence of the federal authorities, and by exercising their influence in other areas through educational measures, co-operation by employers' and workers' organizations and other appropriate agencies, as envisaged by the Convention.

The Minister then reviewed the measures already being taken to outlaw discrimination in areas within the competence of the federal government, which, he said, clearly indicate that an anti-discrimination policy has been and is being pursued in Canada at the national level:

—The Canada Fair Employment Practices Act prohibits discrimination in employment in the federal industries, and the fair wages order in council sets forth a similar policy regarding work on federal government contracts.

—The Female Employees Equal Pay Act, also applicable to industries under federal jurisdiction, bans discrimination in rates of pay solely on the basis of sex.

—The National Employment Service has a strict policy of non-discrimination in its nation-wide operations. This policy is contained in the Unemployment Insurance Act, under which the Service operates.

—The federal-provincial agreements under the Technical and Vocational Training Assistance Act and the Vocational Rehabilitation of Disabled Persons Act contain clauses providing that assistance will be available without discrimination because of the racial origin, religious views or political affiliation of the persons seeking such service.

—The Civil Service Act specifically expresses a non-discrimination policy in public employment in that the provisions authorizing the Civil Service Commission to prescribe qualifications state that in so doing it "shall not discriminate against any person by reason of race, national origin, colour or religion."

Finally, the Minister said, the federal Department of Labour, with the advice and co-operation of employers' organizations, unions and other groups, undertakes educational measures aimed against discrimination in employment.

To ascertain the position of the provinces, the Prime Minister wrote to each provincial premier to ask for confirmation that the province is pursuing, by methods considered appropriate within the province, a policy of promotion of equality of opportunity and treatment in respect of employment and occupation within the spirit of the Convention.

The response was positive. The Government received confirmation from all the provinces that they are pursuing policies to promote equality of opportunity and treatment in respect of employment and occupation.

The Minister of Labour said that, having received this assurance from the provinces, the time was now ripe for Canada to support this international effort to remove all forms of discrimination in the field of employment.

The Minister pointed out also that ratification of this Convention had been recommended by a number of voluntary organizations interested in human rights. The Canadian Labour Congress in particular had made a substantial contribution toward the objectives of this Convention, the Minister said.

He also paid tribute to the work done by Canadian representatives in framing the discrimination Convention. In 1957, when the proposed Convention was first discussed, Kalmen Kaplansky, Director of International Affairs for the Canadian Labour Congress, was the vice-chairman of the conference committee for the workers' group, and Allan Campbell, Vice-President in charge of industrial relations of Canadian Westinghouse, was the employers' vice-chairman.

At the 1958 Conference, when the text of the Convention was drawn up, the chairman of the conference committee was Arthur H. Brown, then Deputy Minister of Labour for Canada. The vice-chairman and principal spokesman for labour groups was Mr. Kaplansky.

In concluding his speech urging the ratification of Convention 111, the Minister emphasized that the struggle against discrimination was a continuing one. He stated:

> Ratification of this convention does not constitute a declaration that we in Canada are entirely free of the evil of discrimination in employment, but it is an affirmation that the policy of Canada, at the federal level and at provincial level, is directed against discrimination in employment. Ratification of the convention will act as a spur to greater efforts to eliminate any discrimination which exists within Canada, and it will demonstrate our support of the international campaign to achieve this same objective in other parts of the world.

QUEBEC

Quebec's new anti-discrimination law, which went into force on September 1, is designed to ensure fair employment opportunities for all its citizens.

This is the second anti-discrimination measure adopted by the Quebec Government within the past year. At the 1963 session, anti-discrimination provisions were inserted in the new Hotels Act, making it an offence for the owner or keeper of a hotel, restaurant or camping ground to refuse services to or otherwise discriminate against any person on grounds of race, belief, colour, nationality, ethnic origin or place of birth.

Prior to this enactment, a large number of church, labour and civic organizations had petitioned the Quebec Government not only for the passage of fair accommodation practices legislation but also for a fair employment practices law similar to those in effect in most jurisdictions in Canada.

These and other submissions were acknowledged by the Premier last January

during the debate on the Speech from the Throne. Referring to the Government's planned anti-discrimination legislation, he said:

> No one must be deprived of advancement or even of work because of his race or religion. We hope that by this legislation, Quebec will clearly place itself in the forefront of modern nations and will reply in a positive way to repeated requests from union movements and social organizations.

As the Minister of Labour pointed out when introducing the Bill, the new Quebec anti-discrimination law is based on ILO Convention 111 (see above).

Entitled "An Act respecting discrimination in employment", the new Quebec law prohibits an employer or any person acting on behalf of an employer or an employers' association from resorting to discrimination in hiring, promoting, laying-off or dismissing an employee, or in the conditions of his employment.

By "discrimination" is meant "any distinction, exclusion or preference made on the basis of race, colour, sex, religion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation." Any distinction, exclusion or preference based on the requirements of a particular job will not, however, be considered discrimination.

By including sex discrimination among the prohibited employment practices, Quebec has departed somewhat from the usual Canadian practice, which has been to pass fair employment practice laws prohibiting discrimination in employment and in trade union membership on grounds of race, national origin, colour or religion, and then to enact equal pay laws requiring employers to pay women at the same rate as men for the same work or for work of comparable character done in the same establishment.

This has been the procedure followed by the federal Government and by British Columbia, Saskatchewan, Manitoba and New Brunswick. Ontario and Nova Scotia also passed fair employment practices and equal pay acts and later incorporated them, along with fair accommodation practices provisions, into a human rights code.*

The new anti-discrimination law applies to all employers in Quebec with five or more employees, including Her Majesty. In line with the practice in other jurisdictions, an exception is made, however, for domestic employment and for non-profit institutions operated exclusively for religious, philanthropic, educational, charitable or social purposes or primarily devoted to the welfare of a religious or ethnic group. The Quebec Act exempts also the directors or officers of a corporation, managers, superintendents, foremen and persons who represent the employer in his relations with his employees.

Although primarily concerned with the elimination of discriminatory hiring practices, the Quebec Act seeks also to prevent discrimination in regard to membership in a trade union or in an employers' association. It expressly forbids a union or an employers' association to resort to discrimination in admitting, suspending or expelling a member.

The Quebec fair employment legislation makes it clear that employment inquiries must be so worded that they show only the individual merits and qualifications of prospective employees with regard to the job to be filled. An employer must not require a prospective employee to furnish any information respecting his race, colour, religion, national extraction or social origin.

In addition, it is now illegal in Quebec to publish discriminatory job advertisements or to display discriminatory signs or notices in connection with employment.

The responsibility for the administration of the new Quebec anti-discrimination law is vested in the Minimum Wage Commission. Any person who believes that he has been discriminated against because of his race, colour, sex, religion, national extraction or social origin may file a written complaint with the Commission, which will make an informal inquiry into the matter and try to effect a settlement by discussion and mediation.

If the complaint is not settled at this stage, the Commission itself, or one of its members or a person authorized by it, may investigate the matter further, with all the powers of commissioners appointed under the Public Inquiry Commission Act.

After every inquiry, the Commission must report to the Minister of Labour. There is, however, no provision for a ministerial order to put the Commission's recommendations into effect.

With the consent of the Minister, a prosecution may be resorted to if every effort to persuade the offending party to change his practices has failed. In such cases, an individual found guilty of a discriminatory act is liable to a fine of from $25 to $100 and an employers' association or a union, to a fine of from $100 to $1,000.

* Fair accommodation practices laws are also in effect in British Columbia, Saskatchewan, Manitoba and New Brunswick. Alberta and Prince Edward Island have equal pay legislation.

The Fair Practices Ordinance of the Yukon Territory, assented to on November 22, 1963, is designed to eliminate discriminatory practices in respect of employment, trade union membership, multiple housing and public accommodation and services.

The Ordinance has established as public policy the idea that merit and ability should be the factors determining employment or treatment in employment. It expressly forbids an employer to refuse to employ or to discharge any person or to discriminate in respect of any term or condition of employment on grounds of race, religion, religious creed, colour, ancestry or ethnic or national origin.

These prohibitions apply to all employers with five or more employees except non-profit, charitable, philanthropic, educational, fraternal, religious or social organizations, and non-profit institutions operated to foster the welfare of a religious or racial group. An exception is made also for domestic employment in private homes.

In addition, the Ordinance makes it quite clear that an employer is not deprived of his right to employ persons of a particular race, religion, religious creed, colour, ancestry or ethnic or national origin where such preference is based upon a *bona fide* occupational qualification. Schools in which religious instruction forms part of the curriculum also are permitted to give preferential treatment to persons of a particular religion or religious creed.

Employment application forms must be worded so as to disclose only facts concerning an applicant's qualifications for employment and must not elicit any information that could be used for discriminatory purposes. A prospective employee must not be required to give particulars as to his race, religion, religious creed, colour, ancestry or ethnic or national origin.

An individual's race, religion, religious creed, colour, ancestry or ethnic or national origin must not be determining factors in admission to or membership in a trade union. A trade union may not exclude any person from full membership or expel or suspend or otherwise discriminate against any person on these grounds nor may it cause any employer to discriminate against him.

Equal rights of access to public facilities and services are guaranteed by the Fair Practices Ordinance. It now makes it unlawful for any person in the Yukon Territory to deny the accommodation, services or facilities of places that are customarily open to the public—hotels, restaurants, barber shops, stores, etc.—to anyone because of his race, religion, religious creed, colour, ancestry or ethnic or national origin. It also prohibits signs or other indications that admission to any public establishment is restricted for racial or religious reasons.

Discrimination in multiple housing is also banned, making the Yukon Territory the third jurisdiction in Canada, after Ontario and Nova Scotia, to adopt this type of provision. No one can be refused occupancy of an apartment in any building containing more than six self-contained dwelling units or be discriminated against with respect to any condition of occupancy because of race, creed, colour, nationality, ancestry or place of origin.

Persons who lay complaints are protected against retaliatory action. The Ordinance makes it an offence for an employer or trade union to discriminate in any way against a person who has made a complaint or given evidence or assisted in any way in the initiation or prosecution of a complaint.

Procedures for enforcing the Fair Practices Ordinance are similar to those in other jurisdictions in Canada, with the emphasis on conciliation. A person who considers himself aggrieved may file a written complaint with the officer designated by the Commissioner of the Yukon Territory to deal with such matters. The Commissioner may then appoint an officer to investigate the complaint and try to persuade the offending party to abandon his discriminatory employment or accommodation policy.

If a settlement cannot be reached through conciliation, the officer must recommend to the Commissioner the course that ought to be taken with respect to the complaint. A copy of these recommendations must be sent to the parties, and the Commissioner may publish them if he thinks the circumstances warrant such action. After this has been done, the Commissioner may then issue whatever order he thinks the case requires, including the reinstatement of an employee, with or without compensation for loss of employment. A person affected by such an order has 10 days in which to appeal to a judge of the Territorial Court, whose decision is final.

Finally, a prosecution may be resorted to after every effort to persuade the discriminating party to change his unfair practices has failed. An individual found guilty of an offence is liable to a fine of $100 and, in default of payment, to imprisonment for a period of up to three months; a corporation, trade union, em-

ployers' organization or employment agency, to a fine of up to $500. In addition to the fine, an employer convicted of a discriminatory employment policy may be ordered to re-instate the employee and to compensate him for his losses.

If the violation continues, the Commissioner may apply to a judge of the Territorial Court for an injunction ordering the offending party to discontinue his discriminatory employment or accommodation practice.

BRITISH COLUMBIA

British Columbia this year broke new ground in Canada in the field of human rights legislation by extending its Fair Employment Practices Act to include discrimination against older workers. Originally enacted in 1956, the British Columbia law already prohibited discrimination in employment and membership in trade unions on grounds of race, religion, colour or nationality.

The extension of this principle to protect older workers was forecast in the Speech from the Throne, and in the ensuing debate, the Minister of Labour voiced the objectives of the Government when he said:

> . . . This will be done because the Government feels that one of the greatest unused economic resources we have is the dormant skill and unused potential of our unemployed workers between the ages of 45 and 65. Today, when there is a great demand for trained manpower, many of our citizens remain unemployed because they are considered too old, because the skills they have are obsolete, or because they have not been given a training opportunity commensurate with their potential for productive work. It is essential that we utilize existing and potential skills to the full both to help the individual to reach his stature as a working citizen and to provide this Province with additional resources in trained personnel. . . .
>
> This Government feels all available manpower should be utilized and that there should be no arbitrary discrimination against an individual able and willing to work.

This policy has been embodied in the Act, which now makes it an offence for an employer to refuse to employ or to discharge older workers, that is, persons in the 45 to 65 age group, solely because of their age. He is also forbidden to discriminate against an older worker in regard to employment or any term or condition of employment. An exception is, however, permitted in cases where age is a legitimate consideration because of the nature of the work.

The new anti-discrimination provision applies to all employers with five or more employees, except non-profit institutions.

Trade unions also are forbidden to discriminate on the basis of age. A union may not refuse membership to or expel or suspend or otherwise discriminate against any person simply because he is between 45 and 65 years of age.

Some relaxation of the anti-discrimination rule is permitted, however, with respect to retirement and pension plans. The Act specifically states that the provisions prohibiting discrimination in employment and in trade union membership on grounds of age do not apply to:

(*a*) termination of employment because of the terms or conditions of any *bona fide* retirement or pension plan;

(*b*) operation of the terms or conditions of any *bona fide* retirement or pension plan which have the effect of a minimum service requirement;

(*c*) operation of the terms or conditions of any *bona fide* group or employee insurance plan.

This makes it possible for an employer to establish a retirement age of 60 or 65 or to require older workers to make a higher percentage contribution to a pension plan of the unit benefit type, that is, a plan under which an employee contributes a fixed percentage of his earnings.

An older worker who considers himself aggrieved has the same means of redress as a person who has been discriminated against because of his race, religion, colour, nationality or place of origin.

NEWFOUNDLAND

At the 1964 session of the Newfoundland Legislature, a Bill designed to protect the right of equality of vocational opportunity was given first reading.

Entitled "An Act to Provide for Fair Employment Practices," the proposed Bill would have made it unlawful for employers or trade unions to discriminate against any person because of his race, national origin, colour or creed.

90166—2½

United States Civil Rights Act, 1964

An American development of considerable interest to Canadians was the passing of the Civil Rights Act of 1964. This Act, which was signed by President Johnson on July 2, is designed to ensure equality of treatment for all Americans.

This was emphasized by the President in his nation-wide television and radio address after the signing of the Act. He said:

> The purpose of the law is simple. It does not restrict the freedom of any American so long as he respects the rights of others. It does not give special treatment to any citizen.
>
> It does say that those who are equal before God shall now also be equal in the polling booths, in the classrooms, in the factories, and in hotels, restaurants, movie theatres, and other places that provide service to the public.
>
> . . . Its purpose is to promote a more abiding commitment to freedom, a more constant pursuit of justice, and a deeper respect for human dignity.

The Civil Rights Act not only makes it an unlawful practice for employers, trade unions and employment agencies to discriminate on the basis of race, colour, religion, sex or national origin but also bans discrimination in voting, in places of public accommodation such as hotels, motels, restaurants, movies, theatres, sports arenas; in public facilities such as hospitals, libraries, parks and swimming pools; in public education and in federally assisted programs.

All sections of the Act, except that dealing with employment discrimination, went into force on the date of signature. The fair employment provisions will not go into force until July 2, 1965, and then only by stages.

FAIR EMPLOYMENT PRACTICES

The fair employment practices provisions of the Civil Rights Act of 1964 are contained in Title VII, entitled "Equal Employment Opportunity." Briefly, they prohibit discrimination by employers, trade unions and employment agencies on the basis of race, colour, religion, sex or national origin.

Employers must not discriminate in hiring, firing or promoting workers on these grounds, and unions are forbidden to use such criteria to exclude or segregate membership. Employment agencies may not refer or refuse to refer applicants for employment on the basis of race, colour, religion, sex or national origin.

Employer Coverage—When the Civil Rights Act is fully effective, it will cover employers who are engaged in an industry "affecting commerce," that is, one in which a labour dispute could hinder or obstruct commerce, and who employ 25 or more employees.

As indicated earlier, coverage is to be extended by stages. When the fair employment practices provisions first go into force on July 2 of next year, they will apply only to employers with 100 or more employees. In July 1966, coverage will be extended to employers with 75 or more employees, and in the following year, to employers with 50 or more workers. Not until the fourth year, July 1968, will the fair employment provisions apply to employers with as few as 25 employees.

There are some exceptions. These include the United States Government, corporations wholly owned by the United States, Indian tribes, states and their political subdivisions and private membership clubs (other than labour unions).

Although the United States government is exempt, the Act expressly states that it is the "policy of the United States to insure equal employment opportunities for Federal employees without discrimination because of race, colour, religion, sex or national origin and the President shall utilize his existing authority to effectuate this policy."

Union Coverage—Every labour union that is engaged in an industry affecting commerce must comply with the new law if it has 25 or more members. This means any union that is certified under the National Labor Relations Act or the Railway Labor Act or that is, either directly or through a chartered local, recognized or representing or seeking to represent employees in an industry affecting commerce. A conference, general committee, joint or system board or joint council subordinate to a national or international labour organization will be included.

A union that maintains a hiring hall or hiring office will be covered, regardless of the size of its membership.

As in the case of employers, coverage is to be extended gradually over a four-year period. Beginning July 2, 1965, the law will apply only to unions with 100 or more members. In 1966, coverage will be extended to unions with 75 or more members; in the third year, to unions with 50 or more members and in the fourth year, 1968, to unions with 25 or more members.

Unions with fewer than 25 members will not be affected by the fair employment provisions unless they operate hiring halls or hiring offices.

Employment Agency Coverage—Any employment agency that regularly undertakes to find employees for covered employers or to find employment for workers is subject to the fair employment practices provisions of the Civil Rights Act, regardless of size, including the United States Employment Service and the systems of state and local employment services receiving federal assistance.

Prohibited Employment Practices—Beginning next July, an employer must not discriminate on grounds of race, colour, religion, sex or national origin in hiring and discharging employees or in setting their compensation or other terms or conditions of employment. An employer is prohibited also from segregating or classifying employees in any way that might deprive any person of employment opportunities or in any manner adversely affect his status as an employee.

Similar prohibitions apply to trade unions. A union may not exclude or expel any person from membership or otherwise discriminate against him on grounds of race, colour, religion, sex or national origin. Nor may it use these criteria to limit, segregate or classify its members.

If it operates a hiring hall or hiring office, a union must not fail or refuse to refer any person for employment in any way that would deprive him of employment opportunities or that would adversely affect his status as an employee or as an applicant for employment.

Also, a union must not attempt to cause an employer to discriminate against any person contrary to the Civil Rights Act.

For an employment agency, it will be an unlawful practice after July 2, 1965, to fail or to refuse to refer for employment or to discriminate in any other way against an individual because of his race, colour, religion, sex or national origin. It will also be an offence for an employment agency to use these criteria when classifying applicants or when making referrals.

Discriminatory job notices and advertisements are banned. An employer, union or employment agency may not publish any notice or advertisement in connection with employment that indicates any preference or limitation based on race, colour, religion, sex or national origin, unless based on a *bona fide* occupational requirement.

All apprenticeship and training programs must be free of discrimination, whether operated by employers, unions or joint labour-management committees.

Reprisals against complainants are expressly forbidden. It will be unlawful for an employer, union or employment agency to discriminate against a person who has challenged an unfair employment practice or has filed a complaint alleging discrimination or has participated in any way in any proceedings under the fair employment provisions of the Civil Rights Act.

Exceptions—Some exceptions are provided. Where a preference for persons of a particular religion, sex or national origin is based on a real occupational qualification reasonably necessary to the normal operation of the particular business or enterprise, discrimination is allowed not only in employment and in job referrals but also in training programs and in classification of the membership by a union.

Another area where some relaxation of the anti-discrimination rule is permitted is that involving religion. A religious society may employ only persons of a particular religion to work on its religious activities, and a similar exemption applies to an educational institution that is wholly or substantially owned by a particular religion or if its curriculum is directed toward the propagation of that religion.

The prohibitions against discrimination will not interfere with valid employment tests, provided their use is not motivated by an intent to discriminate. It will not be unlawful for an employer to establish different rates of pay or other conditions of employment for workers in different parts of the country. Nor will the law interfere with any *bona fide* seniority, merit or incentive systems or with the giving of any professionally developed ability tests, provided they are not used to discriminate.

Differentials in wages based on sex are authorized to the extent permitted in the Equal Pay Law (a 1963 amendment to the Fair Labor Standards Act).

The Civil Rights Act makes it quite clear also that its purpose is to prevent discrimination against individuals and not to correct existing imbalances in employee personnel or union membership. It expressly states that no employer, union or employment agency is required to give preferential treatment to any person or group to correct any imbalance existing with respect to race, colour, religion, sex or national origin. It further provides that this rule applies whatever the percentage of persons in any particular group in any community or State or in the available work force.

Equal Employment Opportunity Commission—A bipartisan five-member Equal Employment Opportunity Commission has been established by the Act to carry out the purposes of the statute. Members are to be appointed by the President with the advice and consent of the Senate, and not more than three may be from the same political party.

The Commission is authorized to receive complaints of discrimination in employment, to investigate them and try to attain voluntary compliance. Next year, the Commission may refer to the Attorney General cases it is unable to settle by conciliation.

Upon request, the Commission must furnish technical assistance to employers, employment agencies and unions to help them comply with the law. It is also required to make and publish technical studies to effectuate the purposes of the Act, and to co-operate with other federal agencies performing educational and promotional activities.

Enforcement—Enforcement of the fair employment practices provisions will begin with the filing of a written complaint. Members of the Commission may file charges but if there is an applicable state or local law they must notify the appropriate local authority and, upon request, give it a reasonable time to settle the complaint.

An individual who believes that he has been discriminated against may file a charge directly with the Commission only if he resides in a state without a fair employment practice law. A person who lives in a State where there is legislation prohibiting the practice alleged must first apply for relief from the agency administering the local law. If the case is not settled within the prescribed time limit, it then goes to the Commission.

While the Commission is given broad powers to carry on its investigation activities, it has no remedial authority. If it finds that there is reasonable cause to believe that the charge made is true, it must not make a formal declaration of its findings but must try to "eliminate any such alleged unlawful employment practice by informal methods of conference, conciliation and persuasion."

If the Commission is unable to secure voluntary compliance within the allotted time, it must notify the aggrieved party, who may then file a suit in a federal district court for enforcement of his rights.

The court may allow the U.S. Attorney General to intervene if the case is of general public interest or it may stay the action to give the state authority or the Commission another chance to try to settle the matter.

If, after hearing the case, the court finds that the unlawful employment practice was intentional, it may issue an injunction ordering the guilty party to cease the discriminatory act. In addition, the court may order "such affirmative action as may be appropriate, which may include reinstatement or hiring of employees, with or without back pay."

For better enforcement of the law, the Attorney General is authorized to bring suits on behalf of the Government if it finds there exists a pattern or practice of intentional resistance to enjoyment of the rights guaranteed by the Civil Rights Act.

Employer's Attitude Is the Key

The key to peaceful integration of the work force is the employer's attitude, according to Theodore W. Kheel, well-known United States labour arbitrator and labour relations consultant to President Johnson.

From a comprehensive study of the practices of 11 leading corporations that have initiated programs to reduce or eliminate racially restrictive practices, Mr. Kheel finds that the more aggressive a company is in integrating its work force, the more quickly the resistance of the employees to working alongside members of minority races is overcome.

Mr. Kheel's observations were made at a press conference called to discuss his new book, *Guide to Fair Employment Practices*, just published by Prentice-Hall.

Besides presenting details of the 11 case studies, the book examines the new U.S. Civil Rights Act, and offers advice on how an employer can successfully comply with the law.

23rd Conference, Canadian Association of Administrators of Labour Legislation

Examines work of labour departments in three areas: manpower, labour-management relations and labour standards. Conference theme: "Economic and Technological Change in the Sixties: Implications for the Policies of Canadian Labour Departments"

The work of labour departments in three major areas—manpower, labour-management relations, and labour standards—was examined in the light of economic and technological change by the Canadian Association of Administrators of Labour Legislation at its 23rd Annual Conference, held in Stanhope, P.E.I., September 1 to 4.

The theme of the conference was "Economic and Technological Change in the Sixties: Its Implications for the Policies and Programs of Canadian Labour Departments." The speakers on the conference theme were: Dr. Gil Schonning, Assistant Director of the Economics and Research Branch, federal Department of Labour; Dr. John R. Coleman, Dean of the Division of Humanities and Social Sciences and Professor of Economics at the Carnegie Institute of Technology; and Dr. Sylvia Ostry, Chief of the Labour Research and Analysis Section, Dominion Bureau of Statistics.

Dr. Frank MacKinnon, Principal of Prince of Wales College, Charlottetown, was the guest speaker at the annual dinner.

The delegates were welcomed by the Lieutenant-Governor of Prince Edward Island, Hon. W. J. MacDonald; Hon. H. W. Wedge, Minister of Labour of the province; and Mayor A. W. Gaudet of Charlottetown.

In his paper, Dr. Schonning provided background information on ways in which manpower was affected by changes in the economy, and discussed the role of training, retraining, mobility and the collective agreement in the manpower adjustment processes. Dr. Coleman spoke on "Public Policy, Collective Bargaining and Technological Change in the United States and Canada" and Dr. Ostry discussed the implications of economic and technological change for administrators of labour standards legislation.

At one of the sessions, the Association's Statistics and Research Committee reported on ways in which it considered research and statistics could serve labour administrators in planning to meet the problems arising from economic and technological change in the three areas dealt with by the conference speakers. At another, the conference discussed recent legislative and administrative developments in the labour field in Canada.

Among the 65 delegates in attendance at the four-day meeting were the deputy ministers of the federal department and the ten provincial departments of labour, other senior labour department officers, and representatives of the Unemployment Insurance Commission, the federal Northwest Territories Administration and the Canada Branch of the International Labour Office.

Eight labour ministers also attended—Hon. L. R. Peterson, Q.C., British Columbia; Hon. Raymond Reierson, Alberta; Hon. W. O. Baizley, Manitoba; Hon. Carrier Fortin, Q.C., Quebec; Hon. K. J. Webber, New Brunswick; Hon. Layton N. Fergusson, Q.C., Nova Scotia; Hon. Charles Ballam, Newfoundland; and Hon. H. W. Wedge, Prince Edward Island.

W. H. Sands, British Columbia Deputy Minister of Labour, was elected president of the Association. Other officers of the 1964-65 executive board are: G. T. Dyer, Newfoundland Deputy Minister of Labour, immediate past president; J. B. Metzler, Ontario Deputy Minister of Labour, first vice-president; G. V. Haythorne, Deputy Minister of Labour of Canada, second vice-president; and Evelyn Best, federal Department of Labour, secretary-treasurer.

Dr. Gil Schonning

Among Canadian employees, manual workers have so far been the most exposed to the effects of economic and technological change. They constitute the most difficult group for manpower policy makers but also the one that most needs attention.

This view was expressed by Dr. Gil Schonning, Assistant Director of the Economics and Research Branch of the Department of Labour, in his paper at the C.A.A.L.L. conference, "Economics and Technological Change in the Sixties: Its Implications for the Policies and Programs of Canadian Labour Departments."

Requirements for white-collar workers are expanding twice as fast as the labour requirements of the economy as a whole, and this has "a great many implications for policy." Most of the group need more schooling and a different kind of training from that required by the manual workers, for example. They lack the protection given

by unions in such matters as job security, income, and working conditions, Dr. Schonning said.

Although some of the white-collar workers do not need this protection, many do; this is especially true if workers in the service group are added to them. The two groups account for 50 per cent of the work force, and, Dr. Schonning thought it safe to say, by 1971 would account for nearly 60 per cent.

The first part of the speaker's address was devoted to an examination of a series of charts designed to show in some detail the nature and extent of the changes that have taken place in the economy during recent years, including charts showing changes in the distribution of the labour force by industry, by main occupational group and by selected occupations, in its division between male and female and in its composition by age group and by groups with varying degrees of education.

Other charts illustrated the percentage and duration of employment among various groups, unemployment by regions, unemployment according to level of education, total employment in the country, rate of growth of the labour force in Canada, hours worked, analysis of family income, and earnings of wage earners.

Second Part

In the second part of his paper, Dr. Schonning set out some of the conclusions he drew from the data presented.

Continuing his remarks about manual workers, the speaker asked, "How much do we know about the developing need of the economy for various occupations in this group both as to numbers and kind; are we doing enough to reduce lack of job security via training, retraining and employment relocation; what happens to working conditions and wages of the affected workers during all this change; how does change affect various age groups, those with low education, etc.? I think it is this group, plus a great many paid workers in the primary industries in which changes are taking place, which produce a residue of 'stranded' workers who need special attention and help."

Another result of economic and technological change that required more attention was that of unequal growth between one area or region and another. Such unequal growth seemed to be an inevitable result of the competitive and technological processes but, in the absence of strong remedies, it tended "to produce 'islands' of high unemployment, low wages and incomes, and a manpower group characterized by a high proportion of lowly educated and poorly trained people, who, for these reasons, are generally very immobile."

Another accompaniment of change had been the rapid rise in part-time work (less than 35 hours a week). In 1963, there were about half a million part-time workers, nearly 70 per cent of whom were women. "Since this would now appear to be both a large and a permanent feature of the labour market, one wonders if these people do not deserve more attention with respect to wages and working conditions than have been given them so far," Mr. Schonning remarked.

Another phenomenon of economic and technological change was that although normal working hours per week had declined steadily, excessively long hours were still being worked by between one and two million workers. "Theoretically, a reduction to 'normal' (40) hours by this group would more than equal the normal hours now lost by all the unemployed," he said.

There were many reasons for excessive hours, one being that some people preferred income to leisure. This is a serious problem for which we must find a solution in the near future as gains in productivity produce more and more leisure time. "We can absorb this leisure time either by way of keeping a sizable amount of the work force unemployed, or by a more equitable sharing of this leisure."

Dr. Schonning referred also to the fact that, although we tend to rely very heavily on collective bargaining for such matters as wages and working conditions, collective agreements cover only 25 per cent of the labour force, or 30 per cent of the paid workers. And unions tend to be more active and more successful in high-wage industries. There is little doubt that workers in other industries require "the protection afforded by adequate labour standards."

Manpower Adjustment

Passing on to matters affecting manpower adjustment, such as training, mobility and solutions through collective bargaining, Mr. Schonning said experience showed that some people were not prepared to meet the rapid changes that took place in a country like ours, and others were unable to do so without help. The result of this can be serious for the individual and expensive for society, and may be reflected in resort to protective devices such as tariffs, the appearance and persistence of unemployment in the midst of scarcities of some kinds of labour, and the large and rising cost of various kinds of public assistance.

The speaker went on to consider what could be done to influence decision-making in the individual establishments where these changes occurred so as to minimize the impact of change on the workers. He also discussed what could be done to make redundant workers more adaptable and mobile.

In this connection, he mentioned the newly established Manpower Consultative Service of the Department of Labour (L.G., June, p. 460), "the first halting step yet taken to influence existing decision-making re manpower use at the firm level. Possibly the key objective of this organization is to reduce the human consequence of technological change by helping to facilitate the necessary adjustments."

Collective Bargaining Approach

So far, the general method of dealing with the problems of change had been through collective bargaining, he said. But this approach could not be successfully employed for carrying out adequate manpower adjustments at the firm level, he thought. Instead, he advocated the meeting of management and union representatives away from the "tense atmosphere of the bargaining table," to find ways and means of "salvaging and re-employing as many of the affected workers as possible."

The union's usual concern with protecting its members from what it called unjust hiring and transfers had grown up in an atmosphere of expansion or contraction of the firm or part of the firm. "Technological change has introduced a new dimension which would seem to require a modified approach to the workers' job protection by both union and management."

Mr. Schonning said there was evidence that many employers recognized the need for action in this matter and were taking action of some sort. There was also evidence that it would take time before some of the unions would be willing to substitute consultation for collective bargaining in dealing with this question.

It might be, he suggested, that "an essential prerequisite before such effective consultation can take place is for management and the union to bargain into the agreement certain terms of reference and procedural steps—at least in principle—which might apply only in time of needed manpower adjustments following technological alterations."

For example, the agreement might include an effective clause indicating that when the firm plans to introduce changes in technology of operations a study should be jointly carried out between the union and management re the effect of these alterations on the workers.

Secondly, that the existing workers should be given the first opportunity to fill any new or altered positions whether or not this required training adjustments of some sort.

Thirdly, that if existing seniority provisions or other work rules prove to be obstacles to some types of needed adjustments, these are to be removed for this purpose only.

Fourthly, problems such as classifications of new or altered positions and associated pay scale might be subject to negotiation if one of the parties deemed this necessary.

When management's plans for a change were well under way, a research study, in which a union representative should take part, should be undertaken to find out how many, and in what way, workers were going to be affected. When the results of the study were known, management ought to consult the union about its plan of action regarding training programs, transfers and layoffs.

All plans should be carefully explained to the workers in order to reduce misunderstanding and rumours, Mr. Schonning said. The better he was informed about what was required of him the less apprenhension the employee would feel about the future of his job.

Training Programs

The speaker discussed the relation between internal training programs and the readjustment of manpower. Where such a program was in force, readjustment was likely to be made more smoothly, and he emphasized the importance of encouraging training in industry.

"Self-help in training has been, and still is, a weak feature in Canadian industry when compared with industries in Europe," he remarked. The drying up of the Canadian employer's traditional source of skilled labour in Europe, and the demand for a more regular and complex kind of training as work became more complex, brought out the advantages of in-plant training. This was especially so where highly skilled workers were concerned.

Mr. Schonning recognized, however, that there would always be thousands of small firms who were not in a position to engage in this kind of training, and these firms must be encouraged and helped to make use of training, or other school facilities of the community. "Departments of Labour have a significant role to play in promoting this development," he said.

It was possible, therefore, for all firms to carry out manpower planning, either independently, in the case of the larger firms, or with the help of the community, in the case of the smaller ones.

In spite of all that could be done by adjustments within the plant and by training, technological change would lead to the displacement of many workers, Dr. Schonning admitted. In these cases, the aim must be to make the time between displacement and re-employment as short as possible. In this, he suggested, the National Employment Service could play an important part.

The desirable way would be for a firm that expected to lay off workers to notify the NES. The NES would then interview those to be laid off, and arrange training for those who needed it. Those who had to move to employment outside the community would be able to get financial help in doing so.

"These two manpower programs, adjusting workers' knowledge and skills to changes in technology at the plant level and the re-employment of persons displaced from employment as quickly as possible, would go a long way toward improving the efficiency of the total work force," the speaker said in concluding.

"It would also reduce appreciably the burden of the social cost associated with those who, through no fault of their own, become by-passed by economic and technological progress."

Dr. Sylvia Ostry

The economic effects of minimum wage legislation should not be considered in isolation, but should be looked at as part of the whole framework of policy covering the use of manpower, the maintenance of high levels of aggregate employment, and labour market policy regarding such things as education, training, retraining and assisted mobility, said Dr. Sylvia Ostry, Chief, Labour Research and Analysis Section, Dominion Bureau of Statistics. Dr. Ostry presented a paper entitled, "Economic and Technological Change in the Sixties: Its Implications for Labour Standards Legislation, Wages and Hours, Anti-Discrimination Legislation."

The speaker dealt first, and at some length, with minimum wages; and then more briefly with the effects of hours-of-work and anti-discrimination legislation.

The original aim of the minimum wage movement in countries like England and Australia was "humanitarian—the alleviation of poverty arising from substandard wages," she pointed out, and even now, when "the humanitarian philosophy has been diluted by a number of other strains," the humanitarian motive remained the main justification given by proponents of minimum wage laws.

It is not always understood, Dr. Ostry said, that such laws imply the rejection of the operation of the free market. "There seems to have been a strong reluctance to think through and face the full logical implications of governmental intervention into the determination of wages, and therefore into the functioning of the market for labour.

The reluctance has been revealed in the form of a certain ambiguity, lack of clarity, and inconsistency in the purposes and practices of labour standards legislation, and in the fact that such legislation in North America has remained a controversial issue—especially in the United States—after decades of enactment.

A good deal of this confusion and controversy had been due to a failure to analyze the main reasons for "substandard" wages, she contended.

Sources of Substandard Wages

There were, she said, five main sources of substandard wages: exploitation, employer inefficiency, low productivity (physical or value), labour surplus, and deficiencies in the quality of the labour.

Exploitation might occur when an employer was in a sufficiently strong position in the labour market to be able to hire groups of workers for less than he would be forced to pay if he had to vie with others for their services, or if his workers moved freely in search of better wages. An inefficient employer might be able to stay in business by paying low wages, perhaps accepting somewhat lower profit, and cutting corners where he could.

The third reason for the payment of low wages was low productivity that arose from causes other than managerial inefficiency or low quality of the labour force. Even in an advanced country like Canada, output per man-hour was comparatively low in certain industries or regions.

Excessive labour surplus in a given market as a cause of low wages might occur, for example, in a rural district where a large supply of labour was ready to move from the farms to industry.

Low wages due to deficiencies in the quality of labour were associated with such things as lack of training, lack of inherent ability or intelligence, and, in certain markets, with race or sex. Some groups, such as young people or married women, might be willing to accept low wages for part-time, intermittent or casual work. But because a high rate of turnover increased the labour costs of such workers to the firm, their low wages did not necessarily involve exploitation. The workers themselves might be satisfied, but they probably depressed the wage rate that would be

offered to others seeking full-time work in these occupations and industries.

This summary of the causes of low wages, Dr. Ostry said, brought out the important fact that only in the case of exploitation and employer inefficiency might the imposition of minimum wages be without cost in the economic sense, that is, might not reduce employment or output, and might even be beneficial, that is, might increase employment or output. In the remaining three cases there would be some cost in loss of actual or potential output and employment.

The proponents of minimum wages have always emphasized exploitation and managerial inefficiency as causes of low wages, and have argued that the enforced payment of higher wages might spur the employers to increased efficiency.

Opponents of minimum wages, on the other hand, usually dismissed exploitation and managerial inefficiency as minor sources of low wages, and attached the main importance to the other causes, especially deficiencies in the worker. They pointed out that the one serious consequence of minimum wages was to increase the number of "unemployable" persons in the population, "who would then be thrown upon the welfare resources of the community and end up with standards of living worse than those eked out in low-wage employment . . . .

"Clearly," Dr. Ostry said, "it is essential to know what weight each of these causes contributes to the total of low-wage employment, and whether and to what extent these weights are likely to shift in the future."

These were not simple questions, and it was not likely that precise and definite answers would ever be found. "But surely it is not beyond either our intellectual or material resources to make an effort to search out some answers, however qualified. Then we will be able to form some idea of the costs involved in any given degree of minimum wage imposition and can go further to ask who is to bear them."

Benefits of Minimum Wages

Leaving the question of costs, and going on to consider the benefits of minimum wages, the speaker referred again to the "still at least ostensible chief purpose of minimum wage legislation," which "was and is humanitarian—in some way to alleviate poverty arising from substandard wages." But, she asked, what was the connection between poverty and low wages? And, perhaps more to the point, what relevance has minimum wage legislation to the alleviation of poverty?

At present, there was in this country a lack of information about what proportion of the low-income population was made up of families headed by persons in low-wage employment, Dr. Ostry said. This was the group that would represent that portion of the low-income population who might be aided by minimum wage legislation.

> Even within this group one would have to examine the extent to which their poverty arose, from unemployment and under-employment as well as from low wages . . . . I doubt that the majority of the non-farm poor are employed full time in either a low-wage or any other kind of job. Raising wage levels will help, certainly, but can hardly constitute a frontal attack on the problem of poverty.

Nevertheless, the speaker thought it essential to find out exactly how much poverty could be eliminated by minimum wage legislation, "if we are serious in our intentions to use this kind of legislation" for this purpose. She then went on to quote some figures to illustrate her contention that "the potential role of minimum wages in elimination of poverty is probably a minor one."

Wages and salaries, on the average formed almost 80 per cent of total family income in 1951 and 1961. But, for families in the lowest fifth of the income distribution in 1961, wages and salaries accounted for only 38 per cent of total income, a drop from 46 per cent in 1951.

> The explanation, of course, is the great and and growing importance of transfer payments as a component of the income of the low-income population. The significance of this fact from our point of view is the suggestion that the major impact of rising wages—through minimum wages or any other mechanism—is unlikely to be felt at the lowest end of the income distribution.

From another point of view, 60 per cent of all the families with income under $2,000 in 1961 had heads who were not in the labour force at all during the year. "Minimum wages are irrelevant to such groups. Moreover, of the family heads who were in the labour force, almost half (47 per cent) had suffered some unemployment during the year. Further, the amount of unemployment was very prolonged in a substantial number of cases . . . ."

Returning to her earlier statement that, to the extent that low wages arose from low productivity, specific worker characteristics, and labour surplus, the imposition of minimum wages was likely to involve some loss of actual or potential employment, Dr. Ostry said the loss "will bear most heavily on the most disadvantaged individuals in the population, those who because of age, lack of training, education or inherent ability are unable to meet the higher productivity

standards necessitated by the higher wage. Such workers become in effect, unemployable . . . ."

If minimum wage legislation had the effect of making some workers unemployable who were formerly employable, its effect was "not to alleviate poverty, but to change its characteristics." Dr. Ostry agreed, however, that some of the workers who were made unemployable through minimum wage legislation could be shifted back to the employable category through training, education, rehabilitation, or in some cases "assisted mobility."

It should be stressed that the success of such policies, in turn, depends on the maintenance of adequate aggregate demand, which is also a necessary condition for effective (that is, poverty-alleviating) minimum wage laws, since high unemployment or underemployment breaks an essential link between wage rates and income.

The speaker suggested that as an alternative to allowing minimum wages to displace such persons and then applying labour market policies, some or all of them might be maintained in employment, and a tax rebate or subsidy equal to the difference between their value and cost might be paid to the employing firm. She admitted that the administrative difficulties would be "monumental," but she thought that such schemes might not look "so wild-eyed to us 10 years from now." She contended that an approach to the problem of "unemployable" workers by way of some form of subsidized earnings and employment maintenance for a specified period of time ought not be rejected out of hand.

In many instances the victims of technological change—the unskilled, the older workers, the least educated worker, in short the most vulnerable or disadvantaged groups in the working population—are the same sort of individuals who would be made redundant by the imposition of higher minimum wages.

This was no argument against either technological change or higher minimum wages, but it was an attempt to show that minimum wage legislation "should not be considered in isolation from other types of labour policy, and to bring out one of the implications of technological and economic change for labour standards legislation."

Technological change adds to the number of marginally employed people and this will depress wages at the lowest level. Minimum wage legislation, in attempting to raise such wages, might to some extent aggravate the situation by adding to the number of such people. And in some industries, higher minimum wages might also stimulate technological change "of a decisively labour-saving nature."

Effect on Women's Employment

The speaker touched on the question of what effect minimum wages might have on the employment of women in part-time work in the service industries. The number of part-time female workers in trade, finance and service industries, she said, had increased by 175 per cent between 1953 and 1961, and this trend might be expected to continue.

She wondered whether higher minimum wages in this sector would tend to shift employment in favour of full-time workers by making it more economical for the employer to use a smaller, more stable work force; and whether this tendency would reduce the "feminization" of the service work force.

Hours of Work

The gradual decline in the amount of time spent at work in Canada, as in most industrialized countries, had been the effect of institutional rather than economic forces—collective bargaining and government legislation. Dr. Ostry pointed out that at first, the aim of the movement for shorter hours had been the humanitarian one of relieving drudgery and toil, protection of health and morals, and the prevention of accidents caused by fatigue. During the Depression, and again more recently, shorter hours had been advocated as a means of combatting unemployment.

Dr. Ostry quoted statistics which showed that average hours worked per week in Canada had declined from 45.75 for men and 41.88 for women in 1947 to 42.19 for men and 36.97 for women in 1963. A number of factors, she said, had contributed to this decline, including: the 40-hour standard work week; a growth in voluntary and, latterly, involuntary part-time; and a change in labour force composition, especially an increase in the proportion of women; and a decline in agricultural and in non-agricultural self-employment, where long hours were common.

Referring to Mr. Schonning's statement that a not unimportant portion of the labour force was still working very long hours, she said that it would be useful to know why these people were working such long hours, in order to be able to make a judgment of the need for, or impact of hours legislation. We also had no notion of the amount of overtime being worked in this country, how many of the overtime workers received premium pay, what type of premium they received, if any, or how much overtime they worked. A recent survey had shown that multiple job-holding was surprisingly insignificant, she remarked.

It seems "unrealistic to discuss the potential use of hours legislation in dealing with the effects of technological change" when it appears that such legislation "has not fully and effectively dealt with a much older problem—the limiting of hours of work in the interest of health, efficiency and worker morale."

Rapid technological change with the accompanying fear of technological unemployment has convinced a number of people, especially, although not exclusively, trade union leaders, that substantial reductions in hours are required to avert a major disaster. Recent developments in the collective bargaining field suggest that the demand for dramatically shorter standard hours (as well as other measures to cut annual working hours) will be an important issue in negotiations in coming years, and no doubt pressure will be exerted in the legislative arena to secure a similar end.

Although reduction of very long working hours had been accompanied in the past by an increase in output per hour sufficiently great to maintain or even increase weekly output, there was evidence that under present circumstances a widespread and substantial reduction of the work week below the 40- to 45-hour standard would result in a reduction in real output, Dr. Ostry said.

But it was quite possible that some employers would respond by hiring unemployed workers, if they could get workers of the right type. A reduced total output might thus be redistributed, the previously employed getting less; the previously unemployed, more.

Unemployment would thus be spread more thinly over the labour force, "instead of being exposed and concentrated in particular groups."

Her aim in discussing the economic consequences of a substantial reduction in the work week, the speaker said, had been to show "the limitations of such a policy approach in dealing with labour displacement problems associated with technological change." The effect of compulsory increases in overtime premiums based on a 40- or 45-hour standard would, however, be very different.

Overtime

With reference to overtime, Dr. Ostry put forward the following points:

In some of the economy the "maximum output week" (the length of week below which an increase in output per hour fails to offset a reduction in hours) has not yet been approached, and here a reduction in hours would be beneficial to the employees' health and morale.

The high level of unemployment that has prevailed during the past seven years has stimulated anew public dialogue on reducing hours of work as a means of overcoming unemployment. Reducing Worktime as a Means to Combat Unemployment, *a recent publication of the W. E. Upjohn Institute for Employment Research, Kalamazoo, Mich., reviews long-term trends in hours of work, the role that government and collective bargaining have played in reduction of hours, and major current proposals for shorter working hours. The publication was prepared by Dr. Sar A. Levitan of the Institute staff.*

"During recent years, aggregate work hours in the economy have edged up only slightly, and reduction in workers' hours has not proceeded at a fast enough pace to prevent high unemployment. Our society has chosen instead to tackle unemployment through other programs." Dr. Levitan further states that the cost of the programs inaugurated by the United States federal government alone adds up to several billions of dollars.

The study questions whether an effective reduction in working time can be achieved through collective bargaining. Unions have not spoken with one voice on this matter. Although the AFL-CIO has taken a strong position in favour of a 35-hour work week, union members have shown only limited interest in such action, particularly where reduction in hours might mean a cut in weekly take-home pay or be a substitute for wage increases. The attitude of union members has prevented many labour unions from taking vigorous action on reduction in hours.

A reduction in hours is therefore, likely to be achieved only by legislative enactment. In considering government efforts to reduce unemployment, Dr. Levitan suggests that reduction in work time has not received adequate consideration.

Although in some industries overtime is almost unavoidable at times, and in such cases higher overtime rates would "simply increase costs and possibly reduce employment," in others higher overtime rates might well induce some employers to convert some overtime into new jobs.

The latter development would be most likely in circumstances where suitable workers were available and "fringe benefit" costs of new hires did not exceed overtime costs.

Industry-by-industry studies are needed in order to find out which industries might respond to hours legislation by increasing employment, and which were unlikely to do so. Inter-industry variation in fringe benefit costs have relevance here: the very low fringe benefits in retail trade and some service industries make them likely candidates for the stimulation of new hires through heavier overtime penalties.

Such studies might show that the possibilities of selective hours legislation would be worth exploring, "with variable premia for different industries, or perhaps variable premia for different amounts of overtime."

"As a limited and selective tool, hours legislation might provide a helpful and not too costly means of creating some additional jobs for some of the unemployed. As a general tool, to deal with technological displacement of labour, it has serious limitations," Dr. Ostry said.

Anti-Discrimination Legislation

Dr. Ostry confined her remarks on anti-discrimination legislation to that requiring equal pay for equal work for female employees.

"When women are paid less than men for the same work, either exploitation or discrimination is involved. It is the removal of pay differentials arising from the latter condition with which equal pay legislation is concerned," she said.

Genuine discrimination on the part of employers can be measured, at least in theory, "by the difference between the wages paid to males and females of comparable ability, experience, etc., performing the same work, that is, males and females who are genuine substitutes for one another in a given job.

If equal pay legislation adds to female wages an amount approximating or equal to the monetary value of the prejudice, then the cost of female labour, to the genuinely prejudiced employer, becomes higher than that of comparable male labour, and he will seek ways of substituting male for female labour. So, in effect, equal pay legislation, unless it manages to change employers' preferences, that is, to eliminate or reduce prejudice, would tend to promote the employment of men at the expense of women.

If, however, as was quite possible, equal pay legislation had the effect of reducing prejudice, sex differentials in pay might then be reduced or eliminated without the accompanying effects on employment, Dr. Ostry said.

There was an important research job to be done to find out how much genuine discrimination against women—in terms of differing pay for comparable work—there was in Canada.

If genuine sex discrimination in pay is not widespread; that is, if it proves, upon examination of the data, that differences in productivity, quit and absence rates, work experience, and the like, explain most of the earnings differences between men and women, then equal pay legislation may take the form of government-sponsored discrimination against women; that is, it will raise the cost of female labour as compared with male labour of the same quality, and hence tend, all other things being equal, to reduce employment opportunities of women.

Much of the beneficial effect of equal pay legislation was to be derived from its educational value, Dr. Ostry said, and in so far as such legislation brought about a change in the tastes or preferences of employers, consumers or fellow employees, discrimination could be reduced without any risk of reducing employment opportunities for those discriminated against.

She suggested, however, that in certain areas of rapidly expanding female employment in which women have accepted low wages for part-time, intermittent and casual work, strenuously policed and administered equal pay legislation might well stimulate the growth of male employment. She doubted whether "there are many legislators who would be prepared to admit that this was the goal of equal pay legislation."

Dr. John R. Coleman

Less compulsion by governments in labour-management relations, and an expansion in their role of providing voluntary mediation, conciliation, information and consultation was suggested by Dr. John R. Coleman in an address on "Public Policy, Collective Bargaining and Technological Change in the United States and Canada."

Dr. Coleman urged that in relations between management and labour the main reliance should be placed on collective bargaining, but that collective bargaining itself required to be revivified, and that both parties should be prepared to readjust their attitudes to suit changing conditions.

There was firm evidence, he said, that technological change today was "more than simply the changes of the past on a grander scale," and that "the story has just begun."

For the purposes of his paper, he said that the most important elements of change through which both Canada and the United States were moving were:

A sharp decline in the growth of unskilled and semi-skilled jobs, and a rapid increase in the numbers of skilled and professional jobs.

Some shift in emphasis in the economy from goods-producing industries to service-producing industries.

Acceleration in the growth of the labour force as a result of higher birth rates in the last half of the 1940's.

A greater rise in the number of female participants in the labour force than in the number of male participants.

Marked increases in productivity per man-hour of employment.

Persistent unemployment among both the younger (under 24) and the older (over 45) workers with relatively little education.

If these changes became more rapid in the decades immediately ahead, as seemed likely, more and more workers would have to change jobs during their working lives; and in order to be able to do this, workers would have to continue to receive on- or off-the-job training throughout their working lives.

The changes would not affect all parts of Canada or the United States at anything like the same rate, Dr. Coleman pointed out, and regional differences might be expected to continue, "even in the face of governmental and private measures to soften them." A number of the growing, service-oriented industries would probably "demonstrate the desirability of geographical concentration at least as markedly as those that grew up in the goods-oriented industries of the past. All of these points together put a premium on the flexibility of men and their institutions."

Dr. Coleman said the thesis of his paper was "that collective bargaining still has a critical role to play in the United States and Canada and that public policy toward labour and management will have a profound impact on how well the bargaining institutions serve their constituents and the public too. But there are serious limitations on how much can be done through collective bargaining to smooth the adjustments to a changing world."

The primary weapons to ensure enough expansion of jobs to absorb growing labour forces lie in the arena of fiscal and monetary policies. And if there was a failure to use public spending and taxing and control of the money supply to bolster expanding economies, "governments and private parties could find even their most constructive approaches to collective bargaining frustrated," he said.

A man can dismiss as a frivolous over-statement the recent view that, at our soon-to-be-achieved levels of productivity, we are going to work ourselves out of jobs on a massive scale; and yet he can still argue that we are now challenged to use fiscal and monetary powers on a bolder, more flexible, and more knowledgeable basis than ever before. We do not need the spectre of the workerless factory and, back of that, of the universally workless worker to goad us into action; today's unemployment in the midst of today's prosperity and in the face of tomorrow's swelling of the labour force should be enough to call for vigorously expansionist policies . . . For without an adequate increase in consumer demand, some parts of the spectre could become reality.

Dr. Coleman quoted a statement by Walter Reuther that "in a time like the present, no amount of collective bargaining can create "enough jobs to go around'—and the lack of enough jobs can seriously cripple some of the programs which are worked out at the collective bargaining table."

It is clearly a government responsibility to accept its commitment under the Employment Act of 1946 to the goals of "maximum employment, production and purchasing power" so that there will be enough jobs to go around . . . . Acceptance by government of its responsibilities in these areas would greatly ease collective bargaining friction over such issues as work rules and protection of jobs, and would leave to collective bargaining its task of finding solutions to the internal problems of readjustment which arise through technological change.

Referring to this statement of Mr. Reuther's, Dr. Coleman remarked that, "Just as collective bargaining could do little to create jobs by working on the supply side of markets, so it can do relatively little to create jobs from the demand side through the wage policy and purchasing power channel."

He went on to quote the following statement by U.S. Secretary of Labor Willard Wirtz to an advocate of wage increases as the way to create demand and jobs:

This oversimplification quite underestimates the role of the labour market in this country and many other countries. That is, most wage rates . . . reflect increases in the demand for labour in the different industries and the economy. On the whole, wages tend to rise with productivity, with or without unions . . . . It is true of course that a number of labour unions have been successful in raising rates faster than the average, but their efforts have tended to be rewarded by declines in employment beyond what otherwise would have taken place.

This lent further weight, Dr. Coleman said, to the argument that general fiscal and monetary policy, rather than collective bargaining, should be the main weapons in achieving national employment and price goals. "Certainly Canada, with its heavy involvement in export markets, and the United States, with growing involvements there, cannot calmly contemplate rapidly rising wages at home as elements likely to help them in world markets," he remarked.

Another of his main points was that the effectiveness of most weapons of public policy must ultimately be measured by the extent to which they induce private parties to act in the desired way.

Referring to the growth of government intervention in economic matters, Dr. Coleman noted that collective bargaining had not escaped this trend. He went on to say:

> An assumption of this paper, however, is that the stated aim of most legislation on labour-management relations in the years immediately ahead will continue to be that of providing conditions under which private parties have the fullest opportunity to arrive at amicable and voluntary settlements consistent with the public interest. Governments, in other words, are not likely to want to take direct responsibility for setting the terms of settlements, except in cases of assumed national or local emergencies.

This assumption, he said, led him to suggest that government should generally confine itself to "the tasks of providing information, expediting agreements, and calling some basic rules of the game." But, he added, "these tasks are not small ones in meeting such rapidly changing conditions as unions and employers now face."

Changes in public policy on labour-management relations have their best chance of success when their advocates recognize and accept the generally conservative bias in the two bargaining parties, he said. What was new and fresh a short time ago has become rigid and reactionary. "Solutions that were adequate for the special conditions of the 1930's—seniority systems and share-the-work schemes, for example—have taken on a semi-hallowed life of their own which makes them highly resistant to change."

> In unions, this development frequently leads to proposals for the 1960's that are blown-up versions of the agreements of the 1930's. Management demands that old practices and work rules be re-examined in the light of new problems are labelled as threats to return the plant to "sweat-shop conditions." Most serious of all, there are all too few unions that have sponsored as much as one single educational institute devoted to an objective look at, say, the economics of automation; the result is that they become easy preys for the most extreme views on the technological changes going on around them. Emotions abound, but facts and fresh looks are scarce.
>
> Management leaders, from whom one might hope for a more enlightened approach, have apparently given labour relations relatively low priority in their thinking. The concept of long-range advance planning, well established in other parts of the business, is rarer in dealing with unions. Consequently some corporate proposals made to revise past practices are put forth before there has been adequate thought given to ways of making these ideas more palatable to a suspicious, and at times frightened, union. Whether because of resignation or of insensitivity, these company spokesmen on labour matters give their union counterparts too little to think about as constructive alternatives to the union's defensive policies.

Bargaining Units

Passing on to the question of what part should be played by government in collective bargaining, the speaker referred first of all to the determination of bargaining units. Labour laws had not given labour relations boards in Canada or the United States much guidance on what factors they were to consider in deciding what an appropriate bargaining unit was. Consequently, most boards had had a good deal of leeway in making their own decisions on this point.

> Under the circumstances, it is perhaps fortuitous that some of the most far-reaching of those decisions, those of the [U.S.] National Labor Relations Board in the years from 1935 to 1937, leaned as far as they did toward industrial rather than craft unionism. Collective bargaining would surely be less stable and less flexible if big industrial plants were fragmented into trade groups each of which would surely have built protective walls about itself with little regard to the impact of changing technology.
>
> The first and most serious question posed by the rapid changes in today's economies is whether these boards have either the will or the power to create units broad enough to give still greater flexibility to bargaining.

Dr. Coleman suggested that larger bargaining units, which would allow displaced workers to transfer to other plants of the same company or even the same industry, or "working alliances" that would accomplish a similar purpose, might be desirable. He admitted, however, that "units made larger by government fiat for this one purpose" might turn out to have serious drawbacks on other scores.

He suggested that this consideration, "plus the enormous difficulties involved in effecting wholesale changes in the size of bargaining units, would make the alternative of encouraging multi-unit agreements on transfer of job rights the more attractive one for established units." But "this result could scarcely be brought about by any orders of the labour relations boards."

The best way might be for the government to lean toward the largest practicable units in future determinations, and to encourage the parties to established relationships "to broaden their seniority units beyond single departments or plants."

The speaker remarked that the greater independence of the provinces of Canada in the matter of labour law, compared with the states of the American union, raised difficulties. But he thought that it also had some advantages, one of which was that it allowed more room for experimenting in labour law, "and such experimentation can be valuable if its results are studied and

talked about. But it may yet prove disadvantageous on the issue of bargaining units.

The problems of building more flexibility into bargaining, and more mobility into men, are unlikely to remain within provincial boundaries. They may make it imperative that there be closer liaison among the provinces in permitting extended bargaining units or, at a minimum, seniority units. Otherwise Canadians may find themselves facing labour immobilities, already great enough among men, but made greater here by legal institutions built on local autonomies.

Professional Employees

Another question regarding bargaining units, Dr. Coleman said, was the issue of professional employees as possible members.

Professionals represent a growing part of the labour force and circumstances may push them toward self-organization. But today's labour laws are written so as to exclude professional employees from the protection of unions. He thought that "some form of government intervention to advance the likelihood of constructive agreements wherever such employees want to take collective action seems a distinct possibility for the future."

Bargaining in Good Faith

Although federal law in the United States had perhaps gone farther than any other in stating what was meant by "bargaining in good faith," the National Labor Relations Board and the courts were endlessly involved in deciding when the requirement had been met, Dr. Coleman said. The general tendency was to include more and more subjects as ones that must be bargained about.

Today, some of the most interesting of such subjects are products of technological change, for example, management's right to contract out work or to move a plant. "These new issues may reasonably seem as much a part of the terms and conditions of employment in today's world as wages and hours were in yesterday's world. This issue is not so much one of what the National Labor Relations Board says at any moment as it is of what Congress said in the first place," the speaker said.

Is this healthy public policy? And do the problems presented by new technology make it desirable that we go further in both countries in prescribing the content of bargaining by law. The limiting assumption introduced earlier suggests a negative answer to both questions. Laws in Canada and the United States alike have generally steered clear of excluding any topics from the permissible arena for bargaining; it might be equally wise to steer clear of requirements of what must be bargained about. . . .

The danger in facing technological change by an expansion in the power of government to compel bargaining over any particular solution is that it may make government seem to be a party to too narrow an approach to the whole issue. If administrators of labour laws go a step further, and say that their jobs are done once they get the parties to the table and into a debate on a specific issue, the danger is compounded, for this misses a potentially creative role in helping the parties to open new doors.

On balance, then, the wisest public policy, so far as statutory duty to bargain is concerned, may be that expressed by Canada's Minister of Labour at the time that the Industrial Relations and Disputes Investigation Act was passed in 1948: ". . . only such regulation of employer and employee activities in their industrial relationship as is considered necessary for the protection of the public interest is incorporated in the legislation. The main responsibility is left with labour and management for the settlement between them of their problems, the negotiation of collective agreements and the administration of such agreements."

The Right to Employ Economic Sanctions

The problems of technological change might lead to the use of "naked economic power" more in the future than had been the case recently, the speaker thought. But there was evidence, especially in the United States, of "increased public impatience with the use of this power." The effect of anti-strike pressure was that there was a strong temptation for politicians and labour law administrators to "build records for maintaining or re-establishing industrial peace."

In both American and Canadian legislation there was a tendency to "equate peace with the good, and, by implication, strife with the bad." Although industrial peace had much to be said for it, Dr. Coleman said, "politicians, administrators, newspapermen, and the parties themselves do a great disservice whenever they elevate industrial peace to a point where the price paid for it is not brought into constant question."

He started with certain assumptions: That the parties themselves were the best judges of what should be included in a settlement; that the parties to a strike often learned lessons from it that were not learned in other ways; that the cost of strikes was usually seriously exaggerated; that the result of much outside intervention aimed at keeping the peace was to gloss over or postpone the thorniest issues at the bargaining table; and that "the new pattern in manpower utilization demands that companies and unions be forced to look harder at their current joint practices."

But today, peace "that is bought by dodging the radical adjustments made necessary by new technology is peace at too high a price," Dr. Coleman asserted.

Even stability that is maintained during the life of an agreement by permitting one party or the other to refuse to discuss an issue may be dearly bought; if the parties themselves want to operate under such rules, they ought to be free to do so, but why should governments lend their sanctions to this practice?

Similarly, companies that preserve peace but fall behind their competitors rather than adopt new methods and possibly antagonize the union will not have helped their employees or their owners over the long run.

Unions that avoid the search for ways to soften the impact of change on a particular group of employees, and instead pass on to society at large the burden of relocating these employees, have not acted in terms of the longer-run public interest.

The conclusion then follows that the most constructive public policies toward labour-management relations will not make the mistake of confusing mere avoidance of open but orderly strike with the advancement of public or private interests . . . . it is not government's job to maintain peace at all costs. And if there must be curbs on the right to strike (and there *are* a few genuine emergency disputes threatening public health or safety), then those curbs should be seen for what they are: a high price paid to avoid the assumed higher price of an interruption of production.

Mediation, Conciliation and Consultation

Governments may play other roles more valuable than compulsion in helping private parties to bring their relationships into closer harmony with new conditions, and these were those of providing voluntary mediation, conciliation, information and consultation. None of these roles was easy.

Services which the bargaining parties are free to accept or reject must be made so attractive that the parties want to accept them. But this in itself is the strength of the voluntary approach. It provides an incentive for governments to provide services that may prove much more genuinely helpful and far-reaching than anything yet provided.

Although "blind pattern-following, mere drifting, and unguided flailing about" were common modes of behaviour in unions and companies, there were exceptions, Dr. Coleman said. He mentioned Kaiser Steel and the United Steelworkers in the United States (L.G., Feb., p. 101), and Quebec Iron and Titanium and the Metal Trades Federation in Canada as examples of "thoughtful new approaches to bargaining problems." Such instances afford concrete experience in modifying work rules, changing seniority units, sharing the gains of productivity, retraining displaced workers, and "phasing change-overs to minimize the hardships to employees."

Newspapers, magazines and university scholars, as well as government officials, could carry the news of these "forward-looking developments" to bargainers elsewhere. But government mediators and conciliators had particularly good reason to do so; they came into the closest direct contact with the parties at times when help was most needed." "Armed with solid information, they may be of assistance to the parties, they may find themselves more welcome, and hence more effective, than when they came armed with that power of the law that made up too much of the credentials of too many such men in the past."

If this service was to be valuable, certain conditions must be met:

Mediators and conciliators will have to be better and more continuously trained, and will have to be more adequately compensated.

They will have to be as well armed with the disadvantages and continuing problems in others' experiences, as they are with the successes.

There must be a marked expansion in the government's own research and fact-gathering on labour-management relations.

We must be prepared in both countries to be more tolerant and receptive toward advice-giving by government in controversial areas than we have been to date. (This may come about automatically once the mediators' and conciliators' skills make their services potentially more useful to the parties.)

The provision of facts alone would offer no panacea, but it might make the difference between wise and foolish adjustments to the world around, the speaker suggested, and in this there was no substitute for the services of government agencies.

He spoke highly of the statistical services of the U.S. Bureau of Labor Statistics, "But," he said, "it is to Canada that one must look for the most promising experiment in governmental consultation services."

The new Manpower Consultative Service of the federal Department of Labour is so full of promise that it deserves the study of all who care about automation's impact on the labour force. Its underlying principles—advance planning for change in private employment situations, joint union-management study and action wherever unions exist, and supplementary government assistance on a voluntary basis—are consistent with the preservation of free bargaining, yet they recognize the urgent necessity of changes in the old ways of doing business.

Through public-financed incentives for study, formulation of adjustment plans, and relocation and retraining of displaced workers, the Service is able to offer positive inducements to the provinces, to employers, and to unions to adapt to change. Back of these incentives there are to be technical, consultative services to aid private parties in settling their own problems.

The years immediately ahead will tell whether this program is pursued with the vigor, the objectivity, and the great skill that could make it a model for others to copy. If it fulfills

even half of its promise, it may help Canada to develop national labour policies to meet national problems; it will cement closer ties among the separate labour departments in the provinces not by compulsion but by the offering of interprovincial services that are shown to be of value.

One kind of consultation service that was especially needed was consultation that would help the parties to solve some of their own problems. "Unions in particular need considerable prodding and help in seeing how the passage of time, the changes in the labour force, and the new technology have changed their lives. Every aspect of the manpower revolution—more service workers, more highly educated and skilled employees, more women—must have its effect in the labour union halls . . .

"The blunt fact is that many union practices, especially those concerning internal communications and personnel administrative procedures, are sorely in need of overhauling to make the unions fitter for their tasks. Can government consultative services help the unions to see these issues and to think their way through them?"

Unless unions can be rejuvenated in certain ways, "collective bargaining may lose its remaining chances to play a major relevant part in our economies, and this at just that moment when we most need joint labour-management efforts to help us welcome technological change," Dr. Coleman said.

In conclusion, he expressed the opinion that in spite of the harsh words that he had uttered, "Collective bargaining still has within it the potential for creative innovations. More than any other decision-making mechanism yet devised, it holds the promise of broadening participation to include more of those affected by the decisions. It can allow for flexibility in a way that fits well into the vast differences from industry to industry, region to region, and decade to decade in the two countries. These points make collective bargaining worth saving and worth improving."

The question was whether or not labour-management relations could be developed so that they could respond to changing technology. This, he believed, could come about "only with changed concepts of government's role in labour-management relations. With less compulsion and more voluntarism, with greater consultative help, and with a re-examination of all laws and administrative procedures so as to build more flexibility and mobility into the private relationships, government can help to build a collective bargaining environment better suited to the 1960's."

The working life of U.S. males is characterized by a sequence of job changes. This and other findings are included in Manpower Report No. 10, "Job Changing and Manpower Training," of the U.S. Department of Labor.

Almost two of an expected six or seven lifetime job changes will occur in the short five-year period between the 20th and 25th years; average job tenure in the remaining working life of 43 years will be about 5½ years.

Of special interest are newly-derived statistics which not only show that job stability increases as the worker matures, but underline the finding that specific training may be warranted for older workers—even those over 55—because of their low job-changing tendencies. For workers over 55, the average job tenure is about seven years, or until death or retirement.

Combining the results of past studies with a survey on the length of male working life, the report comes up with some additional dimensions of job changing and job stability, as well as some implications for manpower training and retraining.

The initial training of young men should be broad and general in order to give them the flexibility necessary to meet changing job demands.

Men past the age of 35 often require more intensive and specific training because: (1) they usually cannot fit into typical entry jobs, and (2) employers do not wish to hire them if they cannot assume a full measure of responsibility. Because of changing industrial and business processes, there is the need for frequent retraining at all ages.

Safety and Health Legislation in 1964

Ontario enacts Industrial Safety Act, New Brunswick replaces its Industrial Safety Act. British Columbia amends Boiler and Pressure Vessel Act; Saskatchewan, Electrical Licensing Act

Four provinces passed safety and health legislation at the 1964 sessions of the Legislatures.

Ontario enacted the Industrial Safety Act, 1964, a thorough revision and updating of its factory legislation.

New Brunswick also revised and replaced its Industrial Safety Act, extending its application to all workplaces within the jurisdiction of the province except private homes and mining operations.

British Columbia relaxed operational requirements for low-pressure boilers in an amendment to the Boiler and Pressure Vessel Act.

Saskatchewan made minor amendments to the Electrical Inspection and Licensing Act.

ONTARIO

Factories and Other Workplaces

The Industrial Safety Act, which went into force on July 31, 1964, represents a major revision—the first since 1932—of the Factory, Shop and Office Building Act. In moving first reading of the Bill, the Minister of Labour for Ontario described the purpose and some of the effects of the revision as follows:

> It is a complete rewriting of the old Factory, Shop and Office Building Act and involves a major overhaul in industrial safety legislation. Where possible, the recommendations of the Royal Commission on Industrial Safety have been implemented and the safety and welfare provisions have been expanded and modernized.
>
> Some of the features of the new Industrial Safety Act of 1964 are, first, to increase flexibility and adaptation to changing conditions. The Act will contain only the fundamental welfare provisions, while the detailed requirements will be contained in the regulations. Care will be taken to ensure that the safety and welfare provisions are in line with today's needs.

The new legislation is broader in coverage than previously and applies, as before, to any factory, shop, office or office building but now includes an office building used or occupied by the Crown or by a municipality. Except with respect to the provisions requiring departmental approval of plans, the Act also covers laundromats, public laundries, and laundries operated in conjunction with hotels, motels, hospitals or other public buildings. In addition, the Lieutenant-Governor in Council is empowered to bring any premises within the scope of the Act.

The Act does not apply to operations carried on under the Construction Hoists Act, 1960-61, the Mining Act, the Loggers' Safety Act, 1962-63, and the Energy Act. Also excluded are farming, horticulture, and the raising of fowl or livestock.

One of the principal changes is the minimum age for employment in a factory is raised from 14 to 15 years. Fourteen years remains the minimum age for a shop, office and office building but the Act stipulates that 14-year-olds may be employed only under such conditions as are prescribed by the regulations. "Shop" includes a restaurant, bowling alley, pool room and billiard parlour.

The Act also stipulates, as before, that no young person under 16 may be employed during school hours without an employment certificate exempting him from school attendance.

Powers of Inspectors

The powers and duties of inspectors are redefined to improve administration and enforcement. They are now given express authority to bring in technical experts to make examinations, tests and inquiries, and where necesary, to take samples. The owner, employer or person in charge, however, may require the inspector to divide such a sample into two parts and leave one part with the establishment.

A new provision authorizes an inspector to take up or use any property, real or personal, at any time without warrant, and his right of access to premises and to information is reinforced by a positive requirement providing that no person may obstruct or attempt to obstruct him in the performance of his duty.

As previously, an inspector has power to issue stop-work orders if he considers that the safety of persons is endangered.

A new provision states that where the Act or the regulations require an inspector's approval, he may specify the terms and conditions on which his approval is given. He may withdraw such approval for a breach of any condition or change in circumstances.

The power to summon persons and to examine them under oath for the purpose of an investigation, inquiry or examination is no longer given to an inspector, but is vested exclusively in the chief inspector.

The legislation provides a check on the powers of inspectors by permitting any owner or employer to appeal to the chief

inspector from an order of an inspector. The chief inspector may vary, rescind or confirm the order after the owner or employer has been given an opportunity to state his case.

An inspector or other person engaged under the Act in inspection functions in an industrial establishment is forbidden to disclose information he may obtain concerning any manufacturing process or trade secret, except for purposes of the Act or as required by law. Likewise, he may not disclose the results of any analysis, examination, testing, inquiry or sampling, except for purposes of the Act or for a prosecution.

The Act also forbids any person who obtains information in connection with any inspection, investigation, inquiry or other related matter to divulge the name of the informant, except for purposes of the Act. Moreover, such a person is not competent or required to divulge the name of the informant before any court or other tribunal.

An inspector is not personally liable for his actions in connection with the performance of his duty.

Approval of Plans

The provisions requiring departmental approval of plans and specifications, which are designed to ensure that all industrial establishments are structurally sound, have been strengthened. A departmental engineer must now approve plans and specifications before installing or altering in an industial establishment any equipment, machinery or device designated by the regulations. As previously, such approval is required also before commencing work on the construction or alteration of a factory, large shop or office building.

Under a new provision, a departmental engineer may grant preliminary approval of plans, permitting work of construction to be begun. In such a case, however, no person may occupy or use the building as an industrial establishment until final approval of plans has been granted.

Upon commencing to occupy a factory, an employer must notify the chief inspector, giving specified information. Previously, he was required to obtain a certificate of inspection and a permit to operate a factory before operations could be commenced. In addition, he had to notify the chief inspector within one month after he began to occupy the building.

The Act requires every employer to maintain his industrial establishment (factory, shop, office or office building) so that the safety of persons is not likely to be endangered, and to take all reasonable precautions to ensure the safety of every person in the establishment. This would include

The responsibility for industrial safety in finality rests on both the employer and the employee, Donald H. Jupp, President of the Canadian Construction Association, told the CCA's monthly national management committee meeting. "Safety is a 'must' and should offer considerable savings to all concerned, to the worker in his health and welfare, to the employer to his balance sheet through resulting lower compensation premiums.

"The responsibility for safety in finality rests on both the employer and the employee. Either of these can be remiss and both are now being held responsible for their respective failures. In Ontario we have noted with satisfaction that prosecutions are no longer restricted only to employers, and that employees failing to protect themselves are also being taken to task. Teamwork is a vital necessity and must be present for the best successful results."

ensuring that other relevant legislation administered by the Department of Labour and regulations made under the Power Commission Act are observed.

Every person, other than the owner, in possession of an industrial establishment or part of it is jointly responsible with the owner in respect of any obligations falling upon the owner under the legislation, provided the lease states that the particular matter is the responsibility of the lessee.

The Act specifies that any person who, under contract with an employer, supplies the latter with a machine or device and workmen in connection with it is considered to be the employer of the workmen supplied.

It is now forbidden to use or operate, or to cause or permit to be operated, any machine, device or thing in or about an industrial establishment if it is unsafe or contravenes the Act or the regulations. Another new provision prohibits any person from using or operating any machine, device or thing in or about an industrial establishment unsafely or in a manner not in compliance with the regulations.

Regulations

As already indicated, the Act now deals with matters of principle, leaving detailed safety and welfare requirements to be prescribed by regulation (see page 1003). The Lieutenant-Governor in Council is given very broad powers to make regulations, which may apply to industry generally or to particular types of establishments.

Matters designed to ensure the safety of persons in or about industrial establishments which may be dealt with by regulations in-

clude the following: powers and duties of departmental inspectors and engineers; designation of equipment, machinery or devices now requiring approval of plans; regulation or prohibition of the sale, installation or use of any machine, device or thing; approval of machines and devices by designated testing organizations; fire protection; and personal protective clothing and safety devices .

Health or welfare matters on which standards may be set by regulations include the use of any material or process; poisonous, dangerous or harmful substances; the reporting by physicians of cases of affection from dangerous substances or industrial poisoning; atmospheric conditions; medical examination of employees; and the provision of facilities for medical treatment and supervision of the general health of workers; sanitary conveniences and welfare.

Two matters not heretofore provided for in the Act or regulations concerning which regulations may now be made are the lifting, carrying or moving of weights by employees and the employment of pregnant women in factories or shops.

Although hours provisions have been transferred to another statute, the Hours of Work and Vacations with Pay Act, there is still authority in the Act enabling the Lieutenant-Governor in Council to prohibit employment or modify or limit the hours of work of any person or class of persons in connection with any industrial establishment.

Homeworkers

The new Act gives the chief inspector more direct control over the activities of homeworkers, making him, instead of the inspector, responsible for the issue, suspension or revocation of permits for homework.

Inspectors have the same powers and duties with respect to premises where homework is carried on as a medical officer of health under the Public Health Act. This empowers them to enter a building at any time, to order the occupant to cleanse the premises and to remove or destroy an article that might endanger public health.

The Lieutenant-Governor in Council is now given authority to issue regulations in connection with any matter pertaining to homework.

Penalties

In line with the recommendation of the Royal Commission on Industrial Safety, the penalties for various offences are eliminated and a higher general penalty substituted. On summary conviction, any person who contravenes the legislation, an inspector's order, or a condition of an approval or permit is liable to a maximum fine of $1,000 or to imprisonment for up to 12 months, or to both.

A modification of a provision in the previous Act provides for the imposition of a daily penalty for each day an offence continues, if an information has been laid, or if the offence is one of employing children under 15 years of age contrary to the Act.

The chief inspector may now apply to a judge of the Supreme Court for an order enjoining any person from continuing any act or default for which he was convicted, and the order may be enforced in the same manner as any other court order.

A final provision limits to one year the period within which prosecutions may be instituted for offences under the Act.

NEW BRUNSWICK

Factories and Other Workplaces

The new Industrial Safety Act, which came into force on May 1, replaced an earlier statute of the same name, and is designed to ensure the enforcement of minimum safety standards in a wide range of workplaces.

As in the Ontario legislation already described, the Act extends its field of application and strengthens enforcement provisions. For greater flexibility, some industrial hygiene, safety and welfare matters previously covered in the Act are to be dealt with by regulation.

Provisions setting a minimum age for employment and regulating the hours of work of women and young persons have been transferred to the new Minimum Employment Standards Act.

The Industrial Safety Act now applies to all workplaces except private homes, places of employment under the Mining Act and those subject to federal jurisdiction. Farm employment is thus brought within the scope of the Act.

To improve enforcement, the chief inspector is now empowered to issue stop-work orders where he believes there is immediate or impending danger to an employee because of unsafe working conditions. He may order the removal of the employee and suspension of the hazardous operation and require the operator to take remedial action. In such cases no person may enter the area, except to remove or guard the hazard, until the inspector has authorized the resumption of the work.

Such a decision of the chief inspector, however, does not become final until 24 hours have elapsed. During this time the

operator is given an opportunity to show cause as to why the chief inspector's order should not become effective.

A new reporting provision requires the operator to notify the chief inspector within 24 hours after the occurrence of an accidental explosion, whether or not an employee is injured. Where an accident results in a fatality, it is now forbidden to alter the scene of the accident until an inspector has made an inspection and given his approval to do so, unless some alteration is necessary to release an employee or to avoid the creation of an additional hazard.

As in Ontario, specific safety and health standards are to be prescribed by regulation.

Regulations applying to places of employment may deal with such hygiene and welfare matters as sanitation, washroom and toilet facilities, drinking water, ventilation, illumination, first aid, lunchrooms and restrooms, and seats.

Regulations may also be made with respect to the use and care of tools, machinery and equipment, including hand tools, portable power tools, welding and burning equipment, mechanical equipment and machinery guards.

Also authorized are regulations governing construction equipment, explosive-actuated tools, ladders, scaffolds, explosives and work in excavations and compressed air.

Other matters to be dealt with by regulation include electrical hazards, industrial diseases, personal protective equipment, handling and storage of materials, and employee work practices.

Penalties for infractions of the legislation are now more severe. A fine of up to $1,000 may be imposed and, in default, a prison term not exceeding six months. This compares with the previous maximum fine of $100 and prison term of three months.

BRITISH COLUMBIA

Boilers and Pressure Vessels

An amendment to the Boiler and Pressure Vessel Act now permits the operation of a low-pressure boiler without an engineer in attendance when no person is in the building, provided that the conditions prescribed by the regulations are observed. Previously, the operation of a steam plant without a certificated engineer in charge was forbidden.

A low-pressure boiler is defined as a steam boiler with a working pressure not exceeding 15 p.s.i. or a hot water boiler where the working pressure does not exceed 160 p.s.i. and the temperature is not about 250°F.

SASKATCHEWAN

Electrical Installations

The Electrical Inspection and Licensing Act, which provides for the enforcement of uniform safety standards governing electrical installations and equipment, empowers an inspector to order the owner, agent or occupant of a building to make repairs to an electrical installation or equipment or to remove an electrical hazard.

An amendment to the Act makes noncompliance with an order of the inspector an offence and provides for penalties.

If a person is convicted of such an offence, the magistrate or justice of the peace must also order him to have done, within a specified period, whatever is necessary to comply with the inspector's order. In the event of non-compliance with the court order, a further daily fine, which may range from $5 to $25, may be imposed or, as an alternative, imprisonment up to two months, or the person may be liable to both fine and imprisonment.

Two new illustrated publications of the International Labour Office, *Guide on Protection Against Ionizing Radiations in Industrial Radiography and Fluoroscopy,* and *Guide on Protection Against Ionizing Radiations in the Application of Luminous Compounds,* describe the protective measures necessary in two branches of industry with particularly serious danger of radiation exposure: the testing of manufactured goods by means of industrial radiography and fluoroscopy and the application of luminous compounds to watch dials, road signs, etc.

The first of these guides, after two chapters on X-radiography and fluoroscopy and on gamma radiography, gives precise details of how to calculate shielding requirements and of operating procedures. The second deals with radiation exposure and the measures to be taken for protection and surveillance. Brief glossaries provide the reader with definitions of the principal technical terms in the first guide and of quantities and units in the second.

These two booklets form Parts IV and V of the *Manual of Industrial Radiation Protection.*

Report of the Unemployment Insurance Advisory Committee for Year Ended March 31, 1964

Unless unemployment insurance scheme is revised, Committee sees no immediate prospect of improvement in Unemployment Insurance Fund, predicts need again for loans from Government

Unless revision of the unemployment insurance scheme is undertaken, "there is no immediate prospect of improvement" to the point where it will not be necessary to borrow at the time when the claims load is always heavy, the Unemployment Insurance Advisory Committee stated in its report for the year ended March 31, 1964, tabled in the House of Commons on August 7.

The Committee pointed out that at the end of the fiscal year, the balance in the Unemployment Insurance Fund had been reduced to $874,000, compared with a balance of $9,692,000 a year earlier, and $66,598,000 at March 31, 1962; that this small balance had been wiped out in April, and that the Fund had been enabled to continue to pay claims received during April and May only by means of loans from the Government. Although these loans were repaid by the end of July, the committee found the situation unsatisfactory.

Position Might Improve

The Committee was in agreement with the opinion expressed by the Senior Actuary of the Department of Insurance that, although the same pattern would be followed in the 1964-65 fiscal year, the position of the Fund should not worsen, and might improve considerably by the end of May 1965.

The Committee quoted the Actuary's report to the effect that a balance of $6,000,000 at the end of the 1964-65 fiscal year and a deficit of about $25,000,000 at the end of May 1965 appear to be in prospect if unemployment conditions are much like those of 1963-64. If unemployment shows a further improvement, the deficit may be only $1,000,000 at the end of May.

"In summary, it seems reasonable to expect that the Unemployment Insurance Fund will develop at least as favourably for the remainder of the fiscal year 1964-65 as it did in 1963-64. Only slight further improvement can be looked for in unemployment conditions that have already developed favourably for three years. Revision of the unemployment insurance scheme does not appear to be an early prospect. All in all, present circumstances suggest that the position of the Fund should not deteriorate and might improve considerably by the end of May 1965."

Make Necessary Provision

If the continued payment of benefits required that the Fund should be supplemented beyond the $55,000,000 that had already been provided for, the Committee recommended that the necessary provision should be made.

The Committee refrained, as it did last year, from making detailed proposals for revision of the Unemployment Insurance Act, in order to avoid duplication of the investigation made by the Gill Committee. The recommendations of that Committee are still under consideration by the Government.

At the same time, however, the Advisory Committee expressed its concern about the length of time that has elapsed without corrective action being taken and reiterated its hope that revision of the plan will be undertaken soon.

The Committee drew attention also to the information from the Dominion Bureau of Statistics that in the last four years the growth of the insured population has not been keeping pace with the growth in the labour force. It attributed this discrepancy to the movement of wage earners beyond the wage ceiling because of increases in average salaries and wages, and to the fact that part of the growth of the labour force has taken place in sectors not covered by unemployment insurance.

The report is reprinted below.

Report of the Unemployment Insurance Advisory Committee for the Year Ended March 31, 1964

To His Excellency the Governor in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89(1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 16, 1964, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1964;

(b) from the Dominion Bureau of Statistics, a tabulation of 1963 unemployment insurance statistics;

(c) from the Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund.

The Committee wishes to draw attention to the information given in the report of the Dominion Bureau of Statistics that in the last four years the growth of the insured population has not been keeping pace with the growth in the labour force. Whereas the non-agricultural paid worker segment of the labour force has increased by about 5 per cent since 1960, the insured population has remained almost static since that time.

This may be due in part to a movement of salaried workers beyond the wage ceiling because of increases in average wages and salaries that have occurred during the period. This is illustrated by the fact that between 1959 and 1963 the weekly average of wages rose from $73.47 to $83.41.

In part, the discrepancy may be due to the fact that part of the growth of the paid labour force has been in the fields of employment by hospitals and other health services, welfare organizations and educational institutions. In those areas the great majority of employees are not covered by unemployment insurance and the growth in their numbers would have no substantial effect on the size of the insured population.

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1964 was $874,881. This compares with the balance in the fund at the end of each of the three preceding fiscal years as follows:

1964	$ 874,000
1963	9,692,000
1962	66,598,000
1961	184,685,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interest:

	1964	1963	1962	1961
	(in thousands of dollars)			
Increase or decrease in balance from previous year	−8,817	−56,905	−118,087	−181,207
Contributions from employers and employees	296,585	286,430	277,789	275,273
Contributions from the Government of Canada	59,317	57,286	55,558	55,055
Amounts collected in penalties	109	103	90	63
Interest on Investments	1,061	2,466	6,800	9,980
Profit or loss on sale of securities	.....	.....	L. 622	L. 7,269
Interest paid on loans	237	.....	2,961	403
Total net revenue	357,074	346,285	336,253	332,698
Ordinary benefit payments	287,512	318,119	352,328	406,728
Seasonal benefit payments	78,141	85,071	102,411	107,178
Excess of expenditure over revenue	8,817	56,905	118,087	181,207
FISHING COVERAGE				
	(in thousands of dollars)			
Contributions from employers and employees	1,245	1,207	1,075	1,122
Contributions from Government of Canada	249	241	215	224
Benefit payments	11,437	10,882	11,650	11,785
Excess of benefit payments over contributions	9,943	9,434	10,360	10,439
OTHER STATISTICS				
Number of initial claims for Unemployment Insurance received	1,385,000	1,507,000	1,613,000	1,814,000
Average number of benefit weeks paid	13.1	13.4	14.3	16.4
Average weekly rate	$24.49	$24.27	$24.02	$23.12

At the beginning of the fiscal year 1963-64, there was a balance of about $10 million in the Unemployment Insurance Fund, but during April and May 1963 the Fund was forced to borrow $35 million from the Government in order to discharge its liabilities in those months, in which the amount of benefit payable exceeded the revenue. The loans were repaid by the end of July 1963.

However, as mentioned in the Committtee's Report for the fiscal year 1962-63, made in July 1963, it was expected that, if unemployment conditions continued to be about the same as in the preceding fiscal year, there would be a deficit of about $49 million by the end of the fiscal year, March 31, 1964. As it turned out, there was a small balance at that date ($874,000). This can be attributed to the better employment conditions that prevailed during the year 1963-64. This betterment is reflected in a smaller number of claims for benefit (1,385,000 initial claims compared with 1,507,000 in the previous year), slightly higher revenue ($357 million compared with $346 million) and a decrease in the total amount of benefit paid ($365 million for regular and seasonal benefit combined, compared with $403 million).

However, during April and May 1964 the Fund was again forced to borrow from the Government as it had done in 1963 to enable it to discharge its liabilities. Although the Committee has been advised that these loans will be repaid by the end of July 1964, there is no immediate prospect of improvement to the point where yearly income will exceed yearly outgo by an amount sufficient to avoid the necessity of borrowing at the time of year when the claims load is always heavy, still less to rebuild a reserve as a cushion against a possible increase in the claims load in some years.

In regard to this, the Committee draws attention to the following paragraphs in the report prepared for it by the Senior Actuary of the Department of Insurance:

> 32. Briefly recapitulating our calculations, a Fund balance of $6 million at the end of the 1964-65 fiscal year and a Fund deficit of about $25 million at the end of May 1965 appear to be in prospect if unemployment conditions are much like those of 1963-64. If unemployment shows a modest further improvement, the Fund balance may be about −$1 million at the end of May 1965. Accordingly if the present authorization empowering the Government

to lend the Unemployment Insurance Commission up to $55 million is continued, the Fund should be able to meet all its benefit obligations through to the end of the 1964-65 seasonal benefit period. The summer months of 1965 should then show an increase in the Fund.

33. In summary, it seems reasonable to expect that the Unemployment Insurance Fund will develop at least as favourably for the remainder of the fiscal year 1964-65 as it did in 1963-64. Only slight further improvement can be looked for in unemployment conditions that have already developed favourably for three years. Revision of the unemployment insurance scheme does not appear to be an early prospect. All in all, present circumstances suggest that the position of the Fund should not deteriorate and might improve considerably by the end of May 1965.

The imbalance of revenue and expenditure that has existed for several years is an unsatisfactory situation that ought to be corrected. Under ordinary circumstances the Committee, in accordance with its terms of reference as laid down in Section 89 of the Unemployment Insurance Act, would submit recommendations for doing so. However, the Committee again finds itself in a position, as it did last year, where it seems undersirable to submit proposals of its own in view of the fact that the recommendations made by the Gill Committee are still under consideration by the Government.

It is apparent from the Gill Committee's report that merely to increase the rates of contribution without giving consideration to other vital aspects of the unemployment insurance plan that need revision would not be an adequate solution. However, a detailed examination of the whole plan in depth by the Advisory Committee at this juncture would be practically a duplication of the investigation already made by the Gill Committee. Therefore, until further indication is received of the wishes of the Government in this matter, the Committee considers that it should refrain from making detailed proposals for revision of the Act.

The Committee is concerned about the long time that has elapsed without corrective action being taken and reiterates its hope that revision of the unemployment insurance plan will be undertaken at an early date.

The Committee is informed that provision has again been made this fiscal year to enable the Unemployment Insurance Commission to borrow up to $55 million in the course of 1964-65 if this is found necessary. We recommend that if supplementation of the resources of the Fund beyond that already provided for is required for the continued payment of benefit, provision should be made for this purpose.

We wish to express our appreciation to the Unemployment Insurance Commission and its officers, the Senior Actuary of the Department of Insurance and the Chief of the Unemployment Insurance and Pensions Section of the Dominion Bureau of Statistics for the information and explanations which they have provided.

Respectfully submitted,

(Sgd.) Arthur H. Brown,
Chairman.

96th Trades Union Congress

Although held in shadow of impending general election, annual conference places main emphasis on regular trade union issues: reform of union structure, economic planning, incomes policy

The 96th British Trades Union Congress was held in September in the shadow of the October general election. Observers agreed that the Congress, which was addressed by Labour Party leader Harold Wilson, made every effort to avoid contentious issues that might embarrass the party with which the unions are affiliated.

Although the impending general election did obtrude in debates from time to time, the main emphasis was on trade union issues.

Close to 1,000 delegates, representing more than eight million members of 176 affiliated unions, attended British trade unionism's annual conference.

Union reform was the most contentious issue discussed by Congress. A resolution tabled by the 76,000-member Clerical and Administrative Workers' Union calling on constituent unions to "abandon self-centred attitudes" in considering the possibility of amalgamation, and criticizing the TUC General Council for their lack of achievement in this regard, was remitted after a bitter debate.

Incomes policy and national economic planning were also major issues.

The recent decision of the House of Lords in the *Rookes vs. Barnard* case and its possible implications for labour came in for much discussion and criticism.

The Congress also:

—Passed a resolution calling for a 35-hour work week, and a minimum of three weeks' holiday,

—Remitted to the General Council a motion calling for amendments to the national pension scheme to allow workers in heavy industries to retire at 60,

—Passed a motion calling for labour to play a more important part in plant safety,

—Adopted a long, composite motion dealing with training and retraining of workers,

—Urged a boycott of South Africa, and head a promise that dockworkers would refuse to handle goods from that country,

—Urged a continuing study of the effects of computers and mechanization in offices,

—Called for the setting-up of factory safety committees and the use of stronger measures to reduce work-place accidents.

Mr. Wilson's Address

The leader of the opposition Labour Party, opening his party's election campaign at the Congress, invited the trade union movement to become "partners in a great adventure." He called on the delegates to seize the opportunities to expand production, make the most of manpower resources and provide the way to a new, dynamic Britain.

Mr. Wilson attacked the "stop-start" economic cycles of the past 12 years. Britain's share of world trade in manufactured goods had slumped from 21 per cent to 14 per cent during those years, he stated. Britain's export record "has been almost the worst in Europe" because the Government "cannot think beyond outmoded techniques of monetary regulations." What is needed, he said, is "bold planning for industrial expansion."

The Government had announced its acceptance of a rate of economic expansion of 4 per cent per annum, Mr. Wilson said. But the average rate since 1951 had been 2.36 per cent per annum. The Labour Party "cannot accept 4 per cent as a tolerable long-term rate of expansion," he said. "We must regard this not as an ultimate goal but, purposively used, as a springboard to a higher rate of expansion."

The Labour Party leader said that a Labour government would form ministries of technology and economic planning and institute sweeping tax reforms. He also said he would "take steel and urban land into public ownership."

Mr. Wilson said confusion had arisen about the law relating to trade unions, raising doubts about something that had appeared clear for more than half a century but was suddenly put in question by the *Rookes vs. Barnard* decision. "We shall legislate to put this question of legal interpretation beyond doubt."

Mr. Wilson called on the unions to join in partnership with the government and management to encourage and ease the change-over to a new technology. "Given this partnership, I can see a further development—the establishment in our major unions of modern and highly skilled technological departments, not merely to cooperate in industrial advance, but to act as a spur on laggard and backward-looking managements, compelling them to modernize in the interests of higher production and a fair and equitable share in the dividends of that higher production."

Educational reforms also will be introduced by a Labour Government, Mr. Wilson promised. A dynamic program of training for skill and versatility related to the manpower needs of the "new, science-based Britain" will be worked out with the cooperation of labour and industry.

President's Address

The President of Congress, George Lowthian, in his opening addresss outlined some of the problems confronting the country in general and the trade union movement in particular. He emphasized the need for taking full advantage of recent legislation designed to improve industrial training facilities; he argued the case for the widest educational opportunities "to broaden the personal horizon" of young people; he warned of the need to make further efforts to reduce work-place accidents, and to urged the unions to continue with efforts to reshape their organizational forms in line with modern requirements.

Mr. Lowthian said that the confusing and difficult situation arising from the *Rookes vs. Barnard* judgment must be remedied. The judgment meant theoretically that any union involved in a strike might be liable for damages of untold magnitude. In practice this situation was not so likely to occur, but it was an ironic consequence of the decision that the only way unions could minimize the risk of legal action was by making every stoppage a lightning one in which the employer was given no warning.

TUC Membership

TUC membership rose by 10,458 to 8,325,790 compared with an increase of only 2,457 the previous year.

The detailed figures reflect a trend toward a steady increase in the representation of clerical workers and women, and a steep decline in the membership of unions in mining, railways and shipbuilding. Unions for public employees show a membership increase of more than 17,000, and non-manual workers have increased 13,141.

Over-all, 34,870 more women, and 24,412 fewer men are now affiliated with the TUC.

90166—3½

The General Council elected Harold Collison, General Secretary of the National Union of Agricultural Workers, chairman for the coming year. Mr. Collison, who is 55, has been chairman of the Council's committee on social insurance and industrial welfare.

He is a member of government advisory committees on National Insurance, industrial health and agriculture. He joined the General Council in 1953.

Mr. Lowthian said that not all strikes might be reasonable and justified, but the trade union movement, in asserting the right to strike when the occasion demanded it, was defending a principle that was of the greatest value to all the people in the country.

The TUC President complained of insufficient action to improve industrial safety. Building unions were having a difficult job getting the Government to implement up-to-date safety, health and welfare regulations for the industry. Too many firms were dilatory rather than diligent on accident prevention work.

A similar attitude, Mr. Lowthian said, appeared much too often in relation to efficient industrial training. He welcomed the Industrial Training Act, but said that the country also needed to extend general educational provisions for young people.

The trade union movement also could do much more to train the young trade unionists than they were doing. This was possibly because of lack of funds, and one of the remedies could be amalgamation of unions.

Mr. Lowthian ended with a plea to unions to overcome the problems hindering amalgamation so that they could become more powerful, integrated, and influential and able to give their members modern services to match modern industry.

Union Amalgamation

A resolution attacking the "self-centred" attitude of many unions and "the tardy and lukewarm response from many unions" to the General Council's attempts to press union reorganization was the subject of lively debate during the conference. The General Council had requested the sponsors, the Clerical and Administrative Workers' Union, to withdraw the resolution, but they had refused to do so.

Mr. George Woodcock, TUC general secretary, regretted that the motion had been tabled. He said he had taken part in all discussions with various unions about structure. The General Council had abandoned the idea that trade unions could be directed from the top as to their structure. What could be done would have to be done by consent. He thought it unfortunate that they were debating the subject when they had only reached an interim stage.

The debate ended when the Clerical Workers' secretary, Henry Chapman, said he was willing to remit his motion to the General Council. This meant, in effect, that he was willing to settle for stating his case publicly, without pushing it to a showdown. Overwhelming defeat of the resolution was then a formality.

Economic Debate

Opening the economic debate, Sir Harry Douglass, chairman of the TUC economic committee, said that planning was here to stay, although the form and techniques might change, and trade unionists must learn to live with it.

Questions such as how much could be afforded for personal consumption, what proportion of output should be set aside for investment, how much was needed for social purposes and what must be sold abroad to buy the necessary imports could be answered correctly only in the context of planning.

There was no full-fledged economic debate this year. Instead, the conference was presented with a 500-word resolution on economic planning and wages sponsored by eight unions, and spokesmen for the eight small unions that had contributed to the resolution briefly presented their views. The motion was carried almost unanimously.

The resolution called for planned economic development in the interests of the whole community and declared that, so far as trade unionists were concerned, the measure of effectiveness of economic planning was the extent to which it raised real wages, improved living standards and working conditions, maintained full employment and produced a more equitable distribution of the nation's wealth. Adequate facilities for training should be provided, social services improved, and adequate housing provided on terms which the occupiers could reasonably meet.

Urging trade union participation at all levels in economic planning and an extension of public enterprises based on popular control, the resolution said that any acceptable incomes policy must be based on social justice and take into account all forms of income.

It also called on the TUC to affirm that this was possible only by applying an extension of public ownership based on popular control, in which trade unions participated on a democratic basis at all levels.

The resolution also called on Congress to reiterate its opposition to the attempted imposition of an incomes policy which had as its aim the restraint of wage and salary increases. It believed that trade union negotiations with employers, backed by a strong union organization and free from arbitrary government interference, was the most effective medium for improving living standards and working conditions.

The resolution stated that other requirements of any genuine incomes policy included bringing the basic rates in manufacturing industries up to a level more realistically related to the cost of living.

It also declared that an acceptable incomes policy must redress the injustices in the existing wage structure, and that the TUC would have to establish its own system of priorities to achieve those aims.

Rookes vs. Barnard

Introducing a discussion on the law and trade unions, George Woodcock, TUC general secretary, bluntly told Congress that no trade union officer or workman was now safe as the result of the *Rookes vs. Barnard* legal decision. "Make no mistake about it," he said, "we must have a change in the law."

(In 1956, Douglas E. Rookes lost his job at London Airport through union pressure after he had resigned from his union. He sued three officials of the union and was awarded damages. This decision was set aside by the Court of Appeals, but the House of Lords decided that he was entitled to damages.

Although there is uncertainty about the wider implications of the Law Lords' decision, it is feared by the unions that any threat to strike could now be held actionable, and that union officials could be in the legal sense made personally responsible for actions taken in their professional or representative capacity.)

Mr. Doughty, of the Draughtsmen's and Allied Technicians' Association, the union involved in the *Rookes vs. Barnard* case, moved a motion calling on all affiliated unions to assist the General Council's efforts to obtain a change in the law. The motion was carried unanimously.

Other Resolutions

Congress passed a composite resolution calling for a 35-hour week without loss of pay and a minimum of three weeks annual holiday.

Frank Cousins, Secretary of the Transport and General Workers' Union, moved a resolution calling for the urgent expansion of industrial training to prepare workers for the changes brought about by automation. The motion was carried on a show of hands.

A resolution by the Mineworkers calling for an amendment to the state pension scheme to secure pensions for workers in heavy industry at age 60 was remitted to the General Council for study.

Congress unanimously carried a motion calling for a diplomatic, economic and arms boycott against South Africa. It was left to the General Council to decide whether to put the boycott into effect.

It was announced at Congress that the 270,000-member Electrical Trades Union had voted 42,187 to 13,932 to ban Communists from holding union office.

Communists had once run the union, one of Britain's largest. They lost control in 1962 but continued to hold minor posts in branches around the country. The only other union to ban Communists, and Fascists, from office is the Transport and General Workers' Union.

The TUC gained a large number of new members from the ranks of the white-collar workers in October, when the National and Local Government Officers Association voted to join the Congress. The union, which had rejected ties with the TUC since 1942, announced on October 26 that its members had voted by a 19,589 majority to affiliate.

Employment and Unemployment, October

Unemployment increased by 40,000 to 258,000 between September and October. The increase was above average for the month, owing largely to layoffs in the automotive industry.

Employment, at 6,704,000 in October, declined 50,000 from September, a larger than seasonal decrease.

The labour force, at 6,962,000, was almost unchanged from September.

Unemployment in October represented 3.7 per cent of the labour force, compared with 3.1 per cent in September and 3.9 per cent in October 1963.

The seasonally adjusted unemployment rate in October was 5.0 per cent, compared with 4.5 in September and 5.3 in October 1963.

The labour force in October was higher than a year earlier by 121,000, or 1.8 per cent. For men the increase was 73,000, and for women it was 48,000.

The female labour force has been increasing at a slower rate since the early part of this year, in sharp contrast to the expansion that occurred in 1963 and the first part of 1964. The October estimate of women in the labour force represents a gain of 2.5 per cent from a year earlier. The male labour force was up over the year by 1.5 per cent.

Total employment was 128,000 higher than a year earlier, while unemployment showed little change.

Employment

The September-October employment decline stemmed largely from a seasonal decline in agriculture. In addition, non-farm employment decreased slightly during the month, whereas it usually increases at this time of year.

The employment reduction in the non-farm sector resulted, in part, from layoffs in the automotive and automotive parts industries in the wake of the industrial dispute in the United States automobile industry.

Total employment in October was substantially higher than a year earlier. The October estimate of 6,704,000 represented an increase of 128,000, or 1.9 per cent. In non-agricultural industries, the increase was 153,000, or 2.6 per cent. About three fifths of the increase in non-farm employment took place in manufacturing. Other in-industries which showed large increases were service and trade.

Employment was higher than a year ago in all regions except Quebec, where it was little changed. The largest percentage increase was in British Columbia, where employment gained 4.2 per cent.

Unemployment

Unemployment increased by 40,000 to 258,000 between September and October, a relatively large increase for this time of year. Virtually all of the increase occurred in Ontario and Quebec, and the automotive industry figured prominently in the rise.

About half of the unemployed in October had been unemployed for less than one month. Some 75,000, or 29 per cent of the total, had been unemployed for one to three months and 60,000, or 23 per cent, for four months or more.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	October 1964	October 1963	October 1964	October 1963	October 1964	October 1963	October 1964	October 1963
Metropolitan	—	—	4	5	8	7	—	—
Major Industrial	1	2	12	13	13	11	—	—
Major Agricultural	—	—	2	2	12	12	—	—
Minor	—	1	16	16	40	38	1	2
Total	1	3	34	36	73	68	1	2

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—OCTOBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		CALGARY ←	Edmonton	
		Quebec-Levis	Halifax	
		St. John's	Hamilton	
		Vancouver-New Westminster-Mission City	Montreal	
			Ottawa-Hull	
			Toronto	
			Windsor	
			Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	OSHAWA ←	Cornwall	Brantford	
		Granby-Farnham-Cowansville	→CORNER BROOK	
		JOLIETTE ←	Fort William-Port Arthur	
		Lac St. Jean	Guelph	
		MONCTON ←	Kingston	
		NIAGARA PENINSULA ←	Kitchener	
		PETERBOROUGH ←	London	
		Saint John	New Glasgow	
		Shawinigan	Rouyn-Val d'Or	
		Sherbrooke	Sarnia	
		Sydney	Sudbury	
		Trois Rivieres	Timmins-Kirkland Lake-New Liskeard	
			→VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)		RIVIERE DU LOUP ←	Barrie	
		Thetford-Megantic-St. Georges	Brandon	
			Charlottetown	
			Chatham	
			Lethbridge	
			Moose Jaw	
			North Battleford	
			Prince Albert	
			Red Deer	
			Regina	
			Saskatoon	
			Yorkton	
MINOR AREAS (labour force 10,000 to 25,000)		BATHURST ←	Beauharnois	Listowel
		Campbellton	Belleville-Trenton	
		DRUMMONDVILLE ←	Bracebridge	
		GASPE ←	Brampton	
		Kamloops	Bridgewater	
		LINDSAY ←	Central Vancouver Is.	
		Newcastle	Chilliwack	
		Prince George-Quesnel	Cranbrook	
			Dauphin	
		PRINCE RUPERT ←	Dawson Creek	
		QUEBEC NORTH SHORE ←	Drumheller	
			Edmundston	
		RIMOUSKI ←	Fredericton	
		Ste. Agathe-St. Jerome	Galt	
		St. Stephen	Goderich	
		Sorel	Grand Falls	
		VALLEYFIELD ←	Kentville	
		Victoriaville	Lachute-Ste. Therese	
			Medicine Hat	
			Montmagny	
			North Bay	
			Okanagan Valley	
			Owen Sound	
			Pembroke	
			Portage la Prairie	
			St. Hyacinthe	
			St. Jean	
			St. Thomas	
			Sault Ste. Marie	
			Simcoe	
			Stratford	
			Summerside	
			Swift Current	
			Trail-Nelson	
			Truro	
			Walkerton	
			WEYBURN ←	
			Woodstock	
			Woodstock-Tillsonburg	
			Yarmouth	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 491, June issue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Total civilian labour force (a) (000)	Oct. 17	6,962	− 0.2	+ 1.8
Employed (000)	Oct. 17	6,704	− 0.8	+ 1.9
Agriculture (000)	Oct. 17	635	− 5.8	− 3.8
Non-agriculture (000)	Oct. 17	6,069	− 0.2	+ 2.6
Paid workers (000)	Oct. 17	5,558	− 0.4	+ 2.7
At work 35 hours or more (000)	Oct. 17	3,584	− 37.5	− 7.4
At work less than 35 hours (000)	Oct. 17	2,907	+275.6	+15.6
Employed but not at work (000)	Oct. 17	213	− 12.0	+12.7
Unemployed (000)	Oct. 17	258	+ 18.3	− 2.7
Atlantic (000)	Oct. 17	35	+ 2.9	−14.6
Quebec (000)	Oct. 17	98	+ 16.7	− 2.0
Ontario (000)	Oct. 17	74	+ 34.5	+12.1
Prairie (000)	Oct. 17	23	+ 15.0	−11.5
Pacific (000)	Oct. 17	28	+ 12.0	−12.5
Without work and seeking work (000)	Oct. 17	245	+ 17.8	− 3.2
On temporary layoff up to 30 days (000)	Oct. 17	13	+ 30.0	+ 8.3
Industrial employment (1949=100)	August	136.3	+ 1.7	+ 4.6
Manufacturing employment (1949=100)	August	126.2	+ 2.9	+ 5.2
Immigration	1st 6 mos. 1964	51,323	—	+23.8
Destined to the labour force	1st 6 mos. 1964	26,129	—	+22.3
Strikes and Lockouts				
Strikes and lockouts	October	60	− 48	−25.9
No. of workers involved	October	10,593	+ 17.2	−57.4
Duration in man days	October	101,580	− 2.3	−26.9
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	August	$87.16	+ 0.5	+ 4.6
Average hourly earnings (mfg.)	August	$ 2.02	+ 1.0	+ 4.7
Average hours worked per week (mfg.)	August	41.3	+ 1.0	+ 1.0
Average weekly wages (mfg.)	August	$83.31	+ 1.5	+ 5.7
Consumer price index (1949=100)	October	135.6	0.0	+ 1.5
Index numbers of weekly wages in 1949 dollars (1949=100)	August	147.2	+ 1.9	+ 4.0
Total labour income $000,000.	August	2,017	+ 1.7	+ 8.3
Industrial Production				
Total (average 1949=100)	September	219.7	+ 5.9	+ 7.3
Manufacturing	September	197.5	+ 6.4	+ 7.7
Durables	September	199.1	+10.3	+ 9.8
Non-durables	September	196.1	+ 3.2	+ 6.0
New Residential Construction (b)				
Starts	October	13,795	+18.6	+24.3
Completions	October	12,682	+10.2	+16.9
Under construction	October	76,360	+ 1.2	+ 8.7

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Collective Bargaining, Third Quarter, 1964

During the third quarter of 1964, new major agreements were signed in a number of industries, including logging and sawmilling, pulp and paper, non-ferrous metal mining and refining, shipbuilding and repairing, tobacco manufacturing, meat packing, the aluminum industry and in a number of hospitals. Some of these settlements brought to an end work stoppages that had occurred during contract negotiations.

In the longshoring industry in Newfoundland, an industrial inquiry commission completed examination of operating conditions in the port of St. John's and offered recommendations for handling manpower and employment problems.

In the logging and sawmilling industry in the interior of British Columbia, the **International Woodworkers of America** during the quarter signed new agreements with two employers' associations—the **Northern Interior Lumbermen's Association,** representing 47 firms, and the **Interior Forest Labour Relations Association,** bargaining agent of 42 companies. These agreements cover approximately 5,200 employees for a term of three years. The terms of settlement include general wage increases totalling 37 cents an hour and, for tradesmen, an additional 20 cents an hour. In the last year of these contracts, the wage rate for labourers will be $2.26 an hour.

In the British Columbia pulp and paper industry, the **Pulp and Paper Workers of Canada,** representing about 1,250 employees, negotiated a Joint Labour Agreement with the Pulp and Paper Division of **British Columbia Forest Products Limited,** Crofton; the Pulp Division and Research and Development Division of **Celgar Limited,** Prince Rupert; and the Woodfibre plant of **Rayonier Canada (B.C.) Limited.** The Joint Labour Agreement, in line with an earlier settlement in the industry, is for a term of one year and provides for a general wage increase of 5 per cent, thus raising the wage rate of labourers to $2.29 an hour, additional adjustments on mechanics' wage rates, and increases in evening and night shift premiums from 10 cents and 13 cents an hour respectively to 12 cents and 15 cents.

An eight-week strike in the Alberni District of British Columbia ended July 10 after **MacMillan, Bloedel and Powell River Industries** (Alberni Pulp and Paper Division) and the **Office Employees' International Union,** which had been negotiating its first contract with the company, agreed to refer to binding arbitration a dispute over salaries and to adopt provisions for the Rand formula and maintenance of membership.

Initially, about 60 office workers went on strike on May 19. Major issues in dispute were the union's proposals for salary increases and compulsory union membership. Prior to the work stoppage, the union had turned down the recommendations of a conciliation board for a one-year agreement increasing salaries by 5 per cent.

The strike spread to other divisions of the company and idled nearly 3,000 workers as members of other unions honoured the office workers' picket lines. Production at the company's pulp and paper plants and plywood and sawmills was suspended, and approximately 1,000 woods workers on Vancouver Island were subsequently laid off. Attempts at mediation by government officials during the work stoppage did not resolve the dispute.

In July, MacMillan, Bloedel and Powell River Industries accepted a formula suggested by Premier W. A. C. Bennett; the union also accepted these terms when the company agreed to withdraw charges of illegal restriction of production against four unions that had respected the office workers' picket lines.

Late in August, about 50 employees of **Burrard Dry Dock** in Vancouver, represented by the **Plumbers'** union, returned to work after being on strike for 28 weeks. After 13 other unions had reached an agreement with three shipbuilding firms (L.G., Aug., p. 675), these workers had remained on strike in support of their proposals for wage parity with the company's electricians. The Plumbers' settlement provides for a general wage increase of 45 cents an hour over a period of 32 months and, to give wage parity with electricians, two additional wage increases of 5 cents an hour.

During the quarter, the **American Newspaper Guild** and **Pacific Press Limited** in Vancouver signed a three-year agreement covering 640 employees. The contract provides for three annual wage increases of 3½ per cent.

One clause in this agreement provides that workers employed up to July 1, 1964 shall

---

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

90166—4

not, during the life of the contract, be laid off for economy reasons, or as a result of new automated processes, or if a publication is sold or discontinued.

The company and the union agreed, further, to set up a joint standing committee that would study the effects of automation and make recommendations for the possible relocation and retraining of employees affected by new processes.

In the metal mining and refining industry in British Columbia, the **Mine, Mill and Smelter Workers** and the **Consolidated Mining and Smelting Company of Canada** negotiated an agreement covering approximately 4,000 employees at the company's zinc-lead-silver mine at Kimberley and its plant at Trail. The settlement ended a three-day strike.

The contract provides for a total general wage increase of 20 cents an hour over 28 months and for the upgrading of certain classifications. In addition, provision is made for classification adjustments in the form of a "wage tilt" ranging from 1 to 11 cents in March 1964 and from ½ to 4½ cents in March 1965. Also included in the new contract are four weeks vacation after 20 instead of 25 years of service, a premium of 20 cents an hour for regular work on Saturday and Sunday, and an average work week, hitherto 40 to 42 hours, of 40 hours.

Incorporated into the new agreement was a maintenance-of-rate clause under which wage rates of employees with ten or more years of service shall not be reduced by more than one wage grade should they be demoted in the event of changes in technology.

Another agreement negotiated by the **Mine, Mill and Smelter Workers** during the summer is with **United Keno Hill Mines** in the Yukon Territory. It is for a term of two years and provides for two general wage increases of 9½ cents an hour annually and additional adjustments for certain classifications.

In Manitoba in September, the **United Steelworkers of America** signed their first agreement at the Thompson nickel mining, smelting and refining works of the **International Nickel Company of Canada.** The settlement brought to an end a 28-day strike over wage increases and the term of the proposed contract; the union had asked during the negotiations for a two-year agreement that would expire the same time as agreements with Inco at Port Colborne and Sudbury, Ont.; the company offered a contract of three years duration.

The agreement at Thompson covers about 2,100 workers for a period of three years and provides for general wage increases amounting to 11½ per cent, adjustments for certain classifications, higher shift premiums, a new Sunday premium of 15 cents an hour, eight paid holidays, two days paid travelling time for employees going on vacation, improvements in vacation clauses, higher group life insurance and weekly sickness and accident indemnities, and an increase in a death benefit under the company's pension plan.

During the quarter the **United Packinghouse Workers** signed two-year agreements with **Canada Packers Limited, Burns & Co. Limited** and **Swift Canadian Co. Limited.** These contracts cover about 12,700 of the companies' employees across Canada. Included in the agreements are general wage increases amounting to 11 cents an hour, an increase to 4 cents from 3½ cents in the increment between labour grades, a premium of 75 cents an hour for regular work on Saturday and Sunday, three weeks vacation after 10 instead of 12 years of service, and company-paid welfare plans, which had hitherto been contributory arrangements.

In Montreal, a six-week lockout of about 950 workers (L.G., Aug., p. 678) at the **Dupuis Freres** department store ended on July 27 when the firm and the *Centrale professionnelle des employés du commerce et de bureau* (Commerce and Office Employees' Central Union) reached an agreement giving a total wage increase of $10 a week over three years, three weeks vacation after five instead of ten years of service and an increase from one to three days in bereavement leave.

In Quebec, arbitration proceedings resulted in new one-year agreements between the Fédération Nationale des Services, Inc. (Service Employees' Federation) and *l'Association patronale des services hospitaliers,* representing five hospitals at Arthabaska, Drummondville and Nicolet, and the *Hotel Dieu, St. Vallier,* Chicoutimi. Common features of these agreements include three weeks vacation after six years of service and four weeks vacation after 12 years. Wage increases of $8 a week for male employees and $9 a week for female employees were provided for in the agreements with the hospitals at Arthabaska, Drummondville and Nicolet. At Chicoutimi, wage increases amount to $5 a week for male employees and $7 a week for female employees, and the work week is to be reduced from 40 to 37½ hours for office personnel.

Near the end of August, non-professional employees of three hospitals in Montreal and Valleyfield went on strike in the course of contract negotiations, and workers at other hospitals in Quebec province were

about to strike in support of negotiation proposals. The strike at the three hospitals lasted half a day and a work stoppage was averted at the other hospitals when the **Service Employees' Federation** and more than 30 hospitals accepted proposals suggested by the Quebec Government.

The general agreement is for a term of two years and covers approximately 15,000 workers in such municipalities as Montreal, Cartierville, Hull, Joliette, Lachine, Valleyfield and Verdun. Among the terms of settlement are general wage increases amounting to $9 a week over two years, an additional $5 a week for employees with ten or more years of service, and a reduction in the work week from 40 to 37½ hours for nursing staff. The contract includes, furthermore, provision for three weeks vacation after five instead of eight years of service, and a new clause granting four weeks vacation after 12 years, improvements in sick leave provisions, a new medical insurance plan, and a guarantee of employment for workers affected by changes in methods of operation.

The **Tobacco Workers' International Union** during the summer negotiated a one-year contract with the **Imperial Tobacco Company of Canada** and its subsidiaries, B. Houde and Grothé Limited, the Tuckett Tobacco Company and the General Cigar Company Limited. The agreement, applying to 3,000 workers in Quebec and Ontario, gave a wage increase of 10 cents an hour retroactive to May 1964 at all plants, except at the General Cigar Company, where wages were increased by 8 cents an hour. Provisions for paid leave include 13 instead of 12 holidays, three weeks plus one to five days vacation for employees with 21 to 25 years of service, and five weeks vacation after 30 years of service.

During the quarter, three major agreements were concluded in the eastern Canadian shipbuilding and repairing industry. These contracts, of three years duration, provide for general wage increases amounting to 24 cents an hour and other adjustments in wage rates, and for improvements in vacation clauses and employee benefit plans. Parties to these agreements are the **Metal Trades' Federation** and **Canadian Vickers** (Marine Division); the **Boilermakers, Machinists, Sheet Metal Workers** and **Plumbers** and **Canadian Vickers** (Industrial Division); and the **Marine Workers' Federation** and **Dominion Steel and Coal Corporation (Halifax Shipyards).**

The agreement between Canadian Vickers (Marine Division) and the Metal Trades' Federation ended a one-week work stoppage in Montreal. One of the issues in this dispute had been the union's request for a clause limiting subcontracting. The parties introduced into the new agreement a provision governing contracting-out practices.

In mid-July, the **CNR, CPR** and five other railways accepted the majority recommendations of a conciliation board that had been appointed in their dispute with the **Associated Non-Operating Railway Unions** earlier in the year (L.G., Aug., p. 677). The companies and the unions agreed to a two-year contract giving wage increases of 6 cents an hour retroactive to January 1964, 3 cents an hour in July 1964, 2 per cent in January 1965 and 3 per cent in July 1965. Other terms include an increase from $1,000 to $1,500 in life insurance and an increase from $40 to $50 in the weekly sickness and accident indemnity.

Another two-year agreement in the railway industry was signed by the **CPR** and the **Brotherhood of Railroad Trainmen** on behalf of 750 dining car employees. This agreement provides for general wage increases of $12.48 a month in June 1964, $6.24 a month in December 1964, 2 per cent in May 1965 and 3 per cent in December 1965.

In the aluminum industry in Quebec, the **Metal Trades' Federation** negotiated three-year agreements with **Canadian British Aluminum** and with the **Aluminum Company of Canada.** The agreement with Canadian British Aluminum, covering 900 employees, provides for a general wage increase of 7 cents an hour, a reduction of a 42-hour work week to 40 hours, and 10 weeks vacation with 13 weeks pay every five years.

Under the union's new agreement with the Aluminum Company of Canada, which covers 8,500 workers at Arvida, Alma, Beauharnois and Shawinigan, wages are to be increased by 15 cents an hour. Provisions for vacations are to be amended as follows: two weeks vacation after one year of service (formerly after three years); three weeks vacation after three years of service (formerly after ten years); and employees with 10 years of service are to be eligible under a new clause for four weeks vacation. Also provided for in the agreement is a new supplementary vacation bonus of 14 per cent of gross vacation pay. For workers 60 to 64 years of age, the new agreement grants graduated vacations of six to ten weeks.

In the electrical products industry, the **International Union of Electrical Workers** signed three-year contracts on behalf of 2,700 plant and salaried employees of **Canadian General Electric** in Ontario and Quebec. The settlement covering plant

90166—4½

workers in Toronto, Peterborough, Oakville, Cobourg and Montreal gives wage increases amounting to 18 cents an hour and to employees in Quebec City, an additional 2 cents an hour. Under the new contract applying to office workers in Toronto, Peterborough, Montreal and Quebec City, employees are to receive three annual salary increases of $2.40 a week. Both settlements include, in addition, improvements in vacation and welfare provisions.

Late in September, after conciliation proceedings had failed to produce recommendations acceptable to both parties, the **IBEW,** which represents 650 technicians and maintenance workers at installations of the Canadian section of the DEW Line, and the **Federal Electric Corporation** of Paramus, N.J., U.S.A., agreed to submit their differences, arising out of negotiations on their first agreement, to binding arbitration. The union, certified by the Canada Labour Relations Board on November 1, 1963, had opened negotiations in April 1964 and was seeking for its members wage parity with the company's employees on the DEW Line in Alaska, a union shop and an irrevocable check-off of union dues.

In September, the industrial inquiry commission that had been appointed in June after a work stoppage involving longshoremen in St. John's (L.G., Aug., p. 677) completed its examination of operating conditions in the port. The work stoppage had ended when the **Newfoundland Employers' Association** and the **Longshoremen's Protective Union** agreed to abide by an interim agreement extending for three months the terms of a previous contract. Judge A. H. McKinnon was appointed industrial inquiry commissioner.

The commissioner identified two problems—manpower utilization and job security—that called for solution so that the port of St. John's might become efficient and competitive and the decline in traffic arrested. He acknowledged that continuation of high freight handling costs would lead to a further decline in the competitive position of the port and eventually to a withdrawal of major shipping facilities.

The commissioner shared the concern of the Longshoremen's Protective Union for the welfare of workers in the industry and stated that there was an obligation on the part of the industry to provide some protection when changes in methods of operation reduce employment or eliminate jobs. In his opinion, the problems confronting St. John's required immediate solution rather than gradual improvement through evolutionary changes in methods, and attrition of workers. Judge McKinnon believed that the predominantly casual employment of longshoremen resulted in fewer employment opportunities for more permanently attached port workers, and that a relatively stable work force should be established.

Judge McKinnon therefore recommended, as a measure to take care of surplus workers, that employees not eligible for retirement pensions receive, apart from regular rates of pay, one third of any difference between regular pay in any calendar year from 1964 to 1968 inclusive and average annual pay for the years 1962 and 1963. The commissioner also recommended that employees be ineligible for this benefit if they were called on five separate occasions in any of the calendar years and did not appear for work, unless excused for reasons of health. It was also recommended that surplus longshoremen be placed in a reserve pool who would be available for work on the waterfront when called.

For longshoremen aged 65 and over, Judge McKinnon recommended retirement pursuant to the provisions of the union-management pension fund on a maximum pension of $40 a month where the employee has 25 years of service. It was also recommended that the sum of $75 per month be paid for those eligible under the Old Age Assistance Act.

Other issues in dispute included the union's proposal for port-wide rotation of gangs so that employment would be available to all longshoremen and their earnings would be equalized, and the companies' proposals to abolish certain restrictive practices.

Judge McKinnon recommended a parent gang system of rotation advocated by the companies and removal of some of the work practices.

Moreover, he recommended that the parties accept a three-year agreement providing for annual wage increases ranging from 4 cents to 9 cents an hour.

Copies of the Department's brief on the social and economic problems of the older worker that was submitted to the Special Committee of the Senate on Aging (L.G., Sept., p. 790) may be obtained from the Division on Older Workers, Civilian Rehabilitation Branch, Department of Labour, Ottawa.

Bargaining Calendar for 1965

Collective agreements covering 500 or more employees, listed by month in which they terminate. Excludes agreements in the construction industry

JANUARY

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

FEBRUARY

Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Bell Telephone Co. of Canada, Que. & Ont.	Traffic Empl. Assn. (Ind.)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford Motor Co. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont., & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Northern Electric, Belleville, Ont., & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Restigouche Forest Employers, northern N.B.	Carpenters (Lumber & Sawmill) Wkrs. (AFL-CIO/CLC)
Vancouver Police Commissioners Board, B.C.	B.C. Peace Officers (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)

MARCH

Air Canada, system-wide	Air Line Flight Attendants (CLC)
Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Cdn. Industries Ltd., Brownsburg, Que.	Mine Wkrs. (Ind.)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Electric Autolite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Kerr-Addison Gold Mines, Virginiatown, Ont.	Kerr-Addison Empl. Assn. (Ind.)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)

APRIL

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
British American Oil Co., Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
E. B. Eddy Co., Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kellogg Co. of Canada, London, Ont.	Millers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Macdonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Brothers & Co., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Brothers & Co., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs., Federation (CNTU)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Royal York Hotel (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)

MAY

Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Associated Fur Industries of Toronto, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
David & Frere Ltee., Montreal, Que.	David & Frere Empl. Assn. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenane (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
RCA Victor, Montreal, Que.	RCA Victor Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Thompson Products Limited, St. Catharines, Ont.	Thompson Products Empl. Assn. (Ind.)
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)

JUNE

Company and Location	Union
American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
British Columbia Forest Products, Crofton; Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered locals
Chrysler Canada Ltd., Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Commission des Écoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Commission des Écoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (maintenance empl.)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
E. B. Eddy Co., Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
E. S. & A. Robinson (Canada) Ltd., Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Products & Elk Falls Co., B.C. coast	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach Canada Limited, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Scott La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
Stanrock Uranium Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Winnipeg Metro., Man.	Public Empl. (CLC)

JULY

Assn. Patronale des Services Hospitaliers (5 hospitals), Arthabaska, Drummondville & Nicolet, Que.	Service Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Steelworkers (AFL-CIO/CLC)
Canada Cement, N.B. Que., Ont., Man. & Alta.	Cement Wkrs. (AFL-CIO/CLC)
Consumers' Gas Co., Toronto & other centres, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Copper Rand Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp. (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Sydney, N.S.	Steelworkers (AFL-CIO/CLC)
Donohue Brothers Limited, Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Imperial Tobacco & subsids., Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)

AUGUST

Canada & Dominion Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Denison Mines, Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Domtar Newsprint (Woodlands Div.), Riviere Jacques Cartier, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Duplate Canada Limited, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)

SEPTEMBER

Air Canada, system-wide	Air Line Pilots (Ind.)
Dominion Steel & Coal Corp. (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Kingsway Transport, Smith Transport & others, Montreal, Que. & other centres	Teamsters (Ind.)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (classified services)

OCTOBER

Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Dominion Electrohome Industries, Kitchener, Ont.	National Council of Cdn. Labour (Ind.)
Dominion Stores, Toronto & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Great Western Garment Co., Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Hotel Sheraton-Mount Royal, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Iron Ore Company of Canada, Nfld., & Que.	Steelworkers (AFL-CIO/CLC)
Montreal Locomotive Works, Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northern Electric, Bramalea, Ont.	UE (Ind.)
Page-Hersey Tubes, Welland, Ont.	UE (Ind.)
Quebec Cartier Mining, Port Cartier & Lac Jeannine, Que.	Steelworkers (AFL-CIO/CLC)

NOVEMBER

Air Canada, system-wide	Air Canada Sales Empl. Assn. (Ind.)
Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assn. (Ind.)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)

DECEMBER

Company and Location	Union
Assn. des Marchands Detaillants, Quebec & vicinity, Que.	Metal Trades' Federation (CNTU) (garage empl.)
Assn. Patronale des Inst. Religieuses (5 hospitals), Granby, Sorel & St. Hyacinthe, Que.	Service Empl. Federation (CNTU)
Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
CBC, company-wide	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Copper Refiners, Montreal, Que.	Metal Refining Wkrs. Union (Ind.)
Cdn. Marconi, Montreal, Que.	Marconi Salaried Empl. Assn. (Ind.)
CNR, system-wide	Trainmen (AFL-CIO/CLC)
CNR, CPR & other railways	15 unions (non-operating empl.)
CPR, system-wide	Trainmen (AFL-CIO/CLC)
Dominion Steel & Coal Corp., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dow Chemical of Canada, Sarnia, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Hospitals (15), Montreal, Granby, Joliette, Lachine, St. Hyacinthe, Valleyfield & Verdun, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hospitals (15), Montreal, Lachine, St. Jerome & Verdun, Que.	Service Empl. Federation (CNTU) (non-professional empl.)
Mi-Mail Limited, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Ottawa Transportation Commission, Ottawa, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Shipping Federation, Halifax, N.S., Saint John, N.B., Montreal, Quebec & Three Rivers, Que.	ILA (AFL-CIO/CLC)
Soo-Security Motorways, Ont., Man., Sask. & Alta.	Teamsters (Ind.)
Toronto Board of Education, Toronto, Ont.	Public Empl. (CLC) (caretakers)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Vancouver Civic Empl. Union (Ind.) (outside empl.)
Wabasso Cotton, Grand'Mere, Shawinigan & Three Rivers, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Winnipeg Metro (Transit Dept.), Man.	Street Railway Empl. (AFL-CIO/CLC)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During November, December 1964 and January 1965

(except those under negotiation in October)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Continental Can Co. of Canada, St. Laurent, Que.	CLC-chartered local
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (plant empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Miramichi River ports shippers, N.S.	Miramichi Trades & Labour (Ind.)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ottawa Civic Hospital, Otawa, Ont.	Public Empl. (CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B.	Machinists (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & Marine Wkrs. (CLC)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Telegram Publishing, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)

Company and Location	Union
Toronto General Hospital, Toronto, Ont.	Building Service Empl. (AFL-CIO/CLC)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II——Negotiations in Progress During October 1964

(except those concluded in October)

Bargaining

Company and Location	Union
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (plant empl.)
Alberta Government Telephones	IBEW (AFL-CIO/CLC) (traffic empl.)
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (craft & services empl.)
Bell Telephone Co. of Canada, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical & associated empl.)
B.C. Hotels Assn., New Westminster, Burnaby, & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Canada Safeway, Dominion Stores, IGA, Loblaws, Shop-Easy, Super-Valu & other stores, Vancouver & other centres, B.C.	Butcher Workmen (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Kodak, Mount Dennis, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont., & Montreal, Que.	Lithographers (Ind.)
Cdn. Western Natural Gas & Northwestern Utilities, Alta.	Natural Gas Empl. Welfare Assn. (Ind.) Natural Gas Empl. Benefit Assn. (Ind.)
Chrysler Corp. of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Compagnie Miron Ltee., Ville St-Michel, Que.	Cement Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Council of Printing Industries, Toronto, Ont.	Printing Pressmen (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont.	UE (Ind.)
Dominion Rubber (Papineau Plant), Montreal, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) outside empl.)
Fort Motor Co. of Canada, Windsor, North York, Oakville, & Crowland, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. of Western Canada, Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
General Motors of Canada & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (7), Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Queen Elizabeth, Montreal, Que.	Hotel Empl. (AFL-CIO/CLC)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Lakehead terminal elevators, Fort William & Port Arthur, Ont.	Railway Clerks (AFL-AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Montreal City, Que.	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que.	Public Empl. (CLC) (outside empl.)
Montreal City, Que.	Public Service Empl. Fed. (CNTU) (inside empl.)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	CNTU-chartered local

Company and Location	Union
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island	Teamsters (Ind.)
Phillips Electrical Co., Brockville, Ont.	IUE (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
Quebec Liquor Board, province-wide	CNTU-chartered locals (retail, warehouse & office empl.)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Saskatchewan Government Telephones	Communications Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Abitibi Power & Paper, northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel Corp., Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Lake Carriers Negotiating Committee	Seafarers (AFL-CIO) (unlicensed personnel)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Domtar Newsprint (Nipigon Woodlands Dept.), Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dupont of Canada, Kingston, Ont.	Mine Wkrs. (Ind.)
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC)
Kimberly-Clark Pulp & Paper, Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO CLC)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
Spruce Falls Power & Paper, Kapuskasing, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Steel Co. of Canada, Montreal, Ont.	Steelworkers (AFL-CIO CLC)

Conciliation Board

Air Canada	Machinists (AFL-CIO/CLC)
B.C. Towboat Owners' Assn.	Merchant Service Guild (CLC) & Railway Transport & General Workers (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO-CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Coal Operators' Assn. of Western Canada, Alta. & B.C.	Mine Wkrs. (Ind.)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Provincial Paper, Thorald, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Foderation (CNTU)
Steel Co. of Canada (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Steel Co. of Canada (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Metro., Ont.	Civic Empl. (Ind.) (outside empl.)

Post-Conciliation Bargaining

Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)

Arbitration

Ottawa City, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

(*Continued on page 1048*)

Conditions of Work in Sheltered Employment

Summary of address by Ian Campbell, National Co-ordinator, Civilian Rehabilitation, at the International Seminar on Sheltered Employment in Stockholm, Sweden, in September

"It is reasonable to hope that conditions of work in a sheltered situation should, as closely as possible, parallel those pertaining to a normal work situation, with modifications adapted to the needs of the workers concerned," said Ian Campbell, National Co-ordinator, Civilian Rehabilitation, at the International Seminar on Sheltered Employment held in Stockholm, Sweden, September 21-30 (L.G., May, p. 385). A summary of his address follows.

The preamble to the constitution of the ILO embraces the firm belief that all human beings have a basic right, regardless of physical or social handicaps, to participate in productive activity to the limit of their capabilities.

Sheltered employment, therefore, must provide the opportunity for productive activity to those whose limits of capability are temporarily or permanently below the requirements of the competitive labour market.

Sheltered workshops frequently provide means for training and transitional employment for those who will return to industrial work. For such, it is important that normal working conditions are emulated in the workshop. For those whose sheltered employment is likely to be permanent, special conditions may be required.

Sheltered employment facilities should provide more than just work. That work should provide remuneration that is conducive to self-support, self-confidence and self-respect. Wage rates should be comparable to those paid locally for similar work in industry. There must be no suggestion that sheltered employment can depress wages.

Wages should be related to production, and any other financial assistance given the worker should not be considered as wages. In planning wage schedules it is important to have a built-in incentive to encourage the handicapped worker to strive constantly to increase his ability in order to enter or re-enter normal employment.

Hours of work in a sheltered employment facility play a significant role in determining favourable or unfavourable working conditions. Hours of work in industry are governed by legislation in many countries. Some provinces have established a 44-hour week maximum. Most industries in Canada, however, have adopted a 40-hour week.

The hours of work in sheltered employment must be adjusted according to the needs of the workers. A severely handicapped individual may be able to work for several hours without undue stress if the conditions are suitable. Sometimes, slight adjustments in the position or method of performing a particular task can eliminate the stress or reduce it to a minimum. Sometimes, by rotating jobs no individual is on particularly arduous tasks for long periods and more uniform hours of work can be maintained. There must be sufficient flexibility in the hours-of-work schedules, however, to meet the needs of the workers involved.

Most of the practical measures to promote the health and safety of employees in regular industrial employment (regulations regarding lighting, heating, cleanliness, ventilation, space requirements, sanitary facilities, restrooms, first aid, fire prevention and protection, guarding of machinery, dangerous substances, fumes, etc. apply in equal measure to sheltered employment.

Where handicapped people are employed, however, some additional measures may be needed. For example, ramps are required for workers in wheelchairs and are also less hazardous than stairs or steps for those on crutches, the partially lame, cardiac cases, or the blind. Wider doors and passageways, accessible wash basins, larger toilet rooms and other modifications must be provided.

There must be a harmonious relationship between staff and workers, among the workers themselves and between the workers and the community. Developing such a climate of harmony requires competent management and qualified leadership. Executive and staff need specialized training and experience. It is generally agreed that medical participation in sheltered workshop management is necessary.

An essential part of the rehabilitation process is to improve the mental as well as the physical health of the handicapped. The planning of work conditions and schedules and the establishing of wage rates must be done with this objective in view. It is therefore an advantage to have a psychologist or psychiatrist or both on the rehabilitation team.

Job Re-design for Older Workers

One way of increasing man's efficiency at work is to fit the job to the man. OECD book lists job features likely to be selected for re-design to make job suitable for older workers

"For many years industrial psychologists have recognized two ways of increasing the efficiency of man at work," writes Dr. Stephen Griew of the University of Otago, New Zealand, in a recent publication, *Job Re-design,** commissioned by the Organization for Economic Co-operation and Development.

"The first, which is often termed 'fitting the man to the job', involves the selection of workers for jobs which best suit their capacities, attainments and interests, and training them to work efficiently, economically and safely.

"The second, essentially complementary to the first, involves 'fitting the job to the man' by applying carefully collected data on human performance and capacity to the design of equipment and organization of work. The object of this second method, which is now usually called 'ergonomics,' is to reduce the stresses and strains on the worker to a minimum."

The science of ergonomics has been applied extensively in Western Europe for a number of years, but has not been used to any large extent in North America. The practice in North America has been for enlightened employers to transfer workers to more suitable jobs as their capabilities change with age. But a transfer to more suitable work, when skills have become obsolescent or physical capacity has diminished, will sometimes cause a reduction in wages; and the number of jobs available for such workers is decreasing as a result of technological advances.

The application of ergonomics in a plant is of advantage to all workers, not only the older ones. The elimination of stress-causing factors makes it possible for a worker to remain at a job for a longer time. In addition, it can make available to older workers jobs not previously considered open to them.

Quite large benefits may often be obtained from making simple and inexpensive modifications, for instance, a reduction in the cost of labour turnover, including the training of new workers, in absences due to sickness, fewer rejections, and increased productivity.

In the table below, Dr. Griew summarizes the job features likely to be selected for job re-design for older workers.

Queen's Printer, Ottawa. $2.75 prepaid.

SUMMARY OF JOB FEATURES LIKELY TO BE SELECTED FOR JOB RE-DESIGN FOR OLDER WORKERS

A. The Working Environment

1. Excessive heat or humidity.
2. Atmospheric pollution.
3. Inadequate lighting; source of glare.
4. Excessive noise.

B. The Design and Layout of Equipment and the Work-Place

1. Design features causing prolonged stooping, bending, stretching, etc.
2. Weight of tool or part of body supported by operator without aid.
3. Close visual, or intense auditory activity.
4. Fine discriminatory activity.
5. Complex, ambiguous or "unnatural" informational displays.
6. Narrow tolerances of accuracy.
7. Hazards likely to cause tripping, stumbling, etc.

C. The Organization of Work

1. Speed of work not under operator's own control (pacing).
2. Short-term memory requirement.
3. Short bursts of extremely heavy work.
4. Continuous, heavy work.
5. Low distribution of rest-pauses.

D. Combinations of Features Which Appear to Call for Re-Design

1. Continuous, heavy work in hot environments.
2. Close visual work or work requiring fine discriminations in badly lighted work-places or in presence of glare.
3. Continuous, heavy work of a paced variety.
4. Complex informational displays which have to be read at speeds outside the operator's own control.
5. High levels of accuracy which have to be maintained during paced work.
6. Responding to auditory instructions or signals in excessively noisy conditions.

Employment of African Women

Emergence of African woman as regular wage-earner, inevitable result of industrialization, transforms way of life and work

The emergence of the African woman as a regular wage-earner is an inevitable result of industrialization, but it is something altogether new. Traditionally, African women have been essential members of the family economy, sharing with men the responsibility of maintaining home and family. While secure in their sense of personal worth, at the same time they were definitely under the control of their men-folk.

Today women still engage in family undertakings and in subsistence farming; some, like the famous market-women of Ghana and Nigeria, are self-employed. The few women university graduates and those with secondary education are employed in various professional and semi-professional occupations.

The number who work for wages, however, is small, both absolutely and as a percentage of all working women. The idea of a woman's working for pay under the orders of another person, likely a man, is still repugnant to large sectors of public opinion.

With political independence and the quickening pace of economic development, however, the ways of life and work of African women are undergoing profound transformation. Conditions vary with differences in political, economic, social and cultural outlook, but there is widespread conviction that sound economic development requires the full integration of women workers of every level of skill in the manpower resources of a country.

Such considerations, set forth in a report prepared by the International Labour Office, lend interest and meaning to the inclusion of an item on the employment and conditions of work of African women in the agenda of the Second African Regional Conference under the auspices of the International Labour Organization, to be held in Addis Ababa from November 30 to December 11. The report, which will provide background for discussion, incorporates the findings of an earlier discussion by the ILO African Advisory Committee in Tananarive in 1962 (L.G. 1962, p. 1384), together with replies to an ILO questionnaire received from some 33 African States-Members of the ILO.

The greatest obstacle to the employment of African women is their lack of education. Throughout Africa, illiteracy is an urgent problem, and not only is the rate of illiteracy higher for girls than for boys but their school enrolment is lower.

To improve the position of women in employment, however, the immediate need underlined in the report is for vocational training, both for women who have been to school and those who have not. The latter need help in finding their place in the changing economic situation and training to enable them to take up paid work.

The most promising field for them is domestic service in private homes, hotels, hospitals or other institutions. They must be taught such skills as how to serve at table, to cook and to care for children.

Factory work offers possibilities too, but, because the surroundings are strange to them, women need induction training, learning under careful supervision how to operate the machines with which they will work.

The self-employed woman, too, needs training. There are new demands: accounts to be kept, income tax returns to be made, new laws to be learned, forms to be filled in, catalogues to be studied in order to select goods to be imported for sale. A market-woman must understand merchandising and management and know how to organize a co-operative. Women who depend upon homecrafts need training to improve their products and make them more saleable.

A rising demand for office workers has enhanced the importance of training in that field. Taking advantage of the situation, some "fortune hunters" have set up schools to train typists in two or three months. Such training is inadequate; those who take it come out incompetent and unqualified. As a result such initiatives have been made subject to licensing in a number of countries.

The report reviews also the laws governing conditions of work, for example, wages, hours, safety, health and maternity protection. These require scrutiny from the point of view of their relevance to the changing position of women, as well as the provisions for their enforcement.

Services to care for the children of working mothers; hostels for girls and women working away from a family home; facilities for vocational guidance and counselling —these, among other subjects, are explored and documented as background for the Addis Abba discussions.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for five days during September. The Board issued ten certificates designating bargaining agents, ordered five representation votes, rejected five applications for certification and rejected one application for revocation of certification. During the month the Board received eight applications for certification and allowed the withdrawal of four applications for certification.

Applications for Certification Granted

1. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its Grain Elevator Department, Montreal, Que. (L.G., Sept., p. 797). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its general forces at Montreal, Que. (L.G., Sept. p. 797). The Brotherhood of Railway and Steamship Clerk, Freight Handlers, Express and Station Employees had intervened.

3. National Syndicate of Employees of the Montreal Harbour (CNTU) on behalf of a unit of employees of the National Harbours Board employed in its cold storage warehouse and Refrigeration Branch at Montreal, Que. (L.G., Sept., p. 797). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

4. Canadian Union of Public Employees on behalf of two units of employees of the Lakehead Harbour Commissioners, Fort William and Port Arthur, Ont. One unit comprises policemen and the other unit comprises maintenance employees (L.G., Oct., p. 876).

5. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Norlake Steamships Co. Limited, Toronto, Ont., aboard the S.S. *Alexander Leslie* (L.G., Oct., p. 876).

6. District 50, United Mine Workers of America, Local Union 15381, on behalf of a unit of mates and marine engineers employed by La Cie de Navigation du Golfe, Ltée, Quebec, Que., aboard the M. V. *Sillery* (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

7. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of mates and marine engineers employed by Polaris Shipping Ltd., Quebec, Que., aboard the M. V. *Cacouna* and M. V. *Polaris Explorer* (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

8. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Prince Ungava* by Les Messageries de la Cote Nord Ltée (North Shore Shipping Lines Ltd.), Montreal, Que. (L.G., Sept., p. 799).

9. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of mates and marine engineers employed aboard the M.V. *Prince Ungava* by Les Messageries de la Cote Nord Ltée. (North Shore Shipping Lines Ltd.), Montreal, Que. (L.G., Sept., p. 799). The Canadian Merchant Service Guild Inc., Eastern Branch, had intervened.

10. International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 698, on behalf of a unit of employees of Alitalia Airlines, employed at the Montreal International Airport, Dorval, Que. (L.G., Oct., p. 878).

Representation Votes Ordered

1. District 50, United Mine Workers of America, Local Union 15383, applicant, La Cie de Navigation du Golfe Ltée, Quebec, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Sept., p. 799). The Board ordered that only the name of the applicant appear on the ballot (Returning Officer: Miss M.P. Bigras) (See also "Applications for Certification Rejected," below, item 3.)

2. District 50, United Mine Workers of America, Local Union 13946, applicant, Polaris Shipping Limited, Quebec, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

intervener (L.G., Sept., p. 799). The Board ordered that only the name of the applicant appear on the ballot (Returning Officer: Miss M.P. Bigras) (See "Applications for Certification Rejected" below, item 2.)

3. Seafarers' International Union of Canada, applicant, and Scott Misener Steamships Limited, Port Colborne, Ont., respondent (unlicensed personnel) (L.G., Sept., p. 799) (Returning Officer: M. Horenblas).

4. The Brotherhood of Locomotive Firemen and Enginemen, applicant, and The New York Central Railroad Company as lessee of the Michigan Central Railroad and sub-lessee of the Canada Southern Railway, respondent (engineers), and Brotherhood of Locomotive Engineers, intervener (L.G., Oct., p. 878). The Board ordered that the names of both the applicant and the intervener appear on the ballot (Returning Officer: A. B. Whitfield).

5. Seafarers' International Union of Canada, applicant, and Johnstone Shipping Limited, Toronto, Ont., respondent (unlicensed personnel) (L.G., Oct., p. 878) (Returning Officer: S. Emmerson).

Applications for Certification Rejected

1. Seafarers' International Union of Canada, applicant, and Verreault Navigation Inc., Les Méchins, Que., respondent (unlicensed personnel) (L.G., Sept., p. 798). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Seafarers' International Union of Canada, applicant, Polaris Shipping Limited, Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local Union 13946, intervener (L.G., Sept., p. 799). The application was rejected for the reason that it was not supported by a majority of the

---

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions--for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

employees affected (See also "Representation Votes Ordered," item 2, above.)

3. Seafarers' International Union of Canada, applicant, La Cie de Navigation du Golfe Ltée., Quebec, Que., respondent (unlicensed personnel), and District 50, United Mine Workers of America, Local Union 15383, intervener (L.G., Oct., p. 878). The application was rejected for the reason that it was not supported by a majority of the employees affected (See also "Representation Votes Ordered," item 1, above.)

4. International Brotherhood of Electrical Workers, Local Union 2085, applicant, TransAir Limited, Winnipeg, Man., respondent (DEW Line Division pilots), and Canadian Air Line Pilots' Association, intervener. (L.G., Oct., p. 878). The application was rejected for the reason that the proposed unit is not appropriate for collective bargaining.

5. Canadian Union of Employees of Verreault Navigation Inc., F.C.A.I., applicant, Verreault Navigation Inc., Les Méchins, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Oct., p. 878). The application was rejected for the reason that the Board was not satisfied on the evidence presented that the applicant is a *bona fide* and properly organized and operating trade union.

Application for Revocation Rejected

The Board rejected an application for revocation of certification affecting Michael Tapp and Victor Rostad, applicants, Taggart Service Limited, Ottawa, Ont., respondent, and Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 91, General Truck Drivers Local 938 and the Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent (see "Reasons for Judgment," below).

Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of deck officers employed by Agence Maritime Inc., Quebec, Que. (Investigating Officer: R. L. Fournier).

2. National Association of Broadcast Employees and Technicians on behalf of a unit of officer employees of Western Ontario Broadcasting Co., Ltd., Windsor, Ont. (Investigating Officer: S. Emmerson).

3. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Swiftsure Towing Company Ltd., New Westminster, B.C. (Investigating Officer: G. H. Purvis).

4. Teamsters, Chauffeurs, Warehousemen and Helpers Local Union 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of the Boston & Rockland Transportation Company Limited, Yarmouth, N.S. (Investigating Officer: D. T. Cochrane).

5. Cape Breton Projectionists Union No. 848 of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and the Island Radio Broadcasting Company Limited, Charlottetown, P.E.I., respondent (CFCY and CFCY-TV) (Investigating Officer: D. T. Cochrane).

6. District 50, United Mine Workers of America, Local Union 13946, on behalf of a unit of unlicensed personnel employed by Orleans Navigation Inc., Montmorency, Que. (Investigating Officer: R. L. Fournier).

7. District 50, United Mine Workers of America, Local Union 15377, on behalf of a unit of licensed personnel employed by Orleans Navigation Inc., Montmorency, Que. (Investigating Officer: R. L. Fournier).

8. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of unlicensed personnel employed by Western Tug & Barge Ltd., Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. District 50, United Mine Workers of America, Local Union 13946, applicant, and North Shipping & Transportation Ltd., Ste. Foy, Que., respondent (unlicensed personnel) (L.G., Sept., p. 799).

2. District 50, United Mine Workers of America, Local Union 15377, applicant, North Shipping & Transportation Ltd., Ste. Foy, Que., respondent (licensed personnel), and Canadian Merchant Service Guild, Inc., Eastern Branch, intervener (L.G., Sept., p. 799).

3. District 50, United Mine Workers of America, Local Union 13946, applicant, Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (unlicensed personnel), and Seafarers' International Union of Canada, intervener (L.G., Oct., p. 878) (new application submitted, see "Applications for Certification Received", item 5, above).

4. District 50, United Mine Workers of America, Local Union 15377, applicant, and Orleans Navigation Inc., St. Laurent, Ile d'Orleans, Que., respondent (licensed personnel) (L.G., Oct., p. 878) (new application submitted, see "Application for Certification Received," item 6, above).

Reasons for Judgment

in application for revocation of certification affecting

Michael Tapp and Victor Rostad — Applicants

and

Taggart Service Limited, Ottawa — Respondent

Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91, and General Truck Drivers, Local 938 and Transport Drivers, Warehousemen and Helpers, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America — Respondents

This Board made an order under date of July 27, 1964, certifying the respondent unions (hereafter called the Respondents) as bargaining agents for a unit of employees of Taggart Service Limited (hereafter called the Employer), a corporation with head office at Ottawa, Ont., which operates an interprovincial road trucking undertaking.

The applicants, who claim to be two employees of the Employer, have made an undated application to this Board on behalf of themselves and other employees of the Employer asking that the Board revoke the aforesaid order of certification on the ground that a majority of employees in the bargaining unit no longer wish to be represented by the Respondents as bargaining agents. This application was received under date of August 14, 1964.

The order for certification was opposed by the Employer. It was made by the Board following two hearings before this Board on the application for certification and following an intervening vote of employees ordered by the Board, in the circumstances which are set forth in the Reasons for Judgment given by the Board under date of July 23, 1964 (L.G., Sept., p. 800). The Board has since refused an application made by the Employer to the Board to have it reconsider the aforesaid decision and order for certification.

Section 11 of the Industrial Relations and Disputes Investigation Act reads as follows:

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified the Board may revoke such certification and thereupon, notwithstanding sections 14 and 15, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section prevents the bargaining agent from making an application under Section 7.

The wording of this section gives the Board, in its view, a discretion as to granting or refusing decertification.

Subsection 3 of Section 7 of the said Act provides that where a bargaining agent has been certified by the Board for a unit of employees of an employer but no collective agreement is in force covering such unit, an application to displace that bargaining agent may not be made until after the expiry of 12 months from the date of certification, except with the consent of the Board.

This provision is designed, in the Board's view, to ensure adequate time and opportunity for a newly certified bargaining agent to bargain with the employer of the employees in the bargaining unit for which it is certified with a view to the conclusion of a collective agreement or revision of any existing collective agreement to which it may become a party by virtue of Section 10 of the Act. An application by another union to be certified in respect of the same unit within the specified period of 12 months is prohibited, except where it is made with the consent of the Board, which consent would not be given in the absence of extraordinary circumstances. In the view of the Board, the purpose of this provision is to ensure that negotiations shall not be subject to undue delays, frustration or failure by reason of action taken by another union seeking to displace the said bargaining agent.

These considerations, in the view of the Board, apply with equal force in respect of the granting or refusal of decertification under Section 11 of the Act. In the view of the Board, the Board should not grant an application for decertification before a similar period of time following certification has been afforded to the bargaining agent for the exercise of the rights conferred by

---

The Board consisted of A. H. Brown, Chairman, and A. H. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Donald MacDonald, Gérard Picard and H. Taylor, members. The judgment was delivered by the Chairman.

or flowing from the certification, except in extraordinary circumstances. This is a matter of importance, in the view of the Board, in the interests of industrial peace and stable labour-management relationships.

There are, in the opinion of the Board, no exceptional circumstances existing in connection with the present application for decertification as would warrant the Board's granting the application for decertification at this time.

(*Sgd.*) A. H. Brown,
for the Board.

Dated at Ottawa, October 15, 1964.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. B.C. Towboat Owners' Association, Vancouver, and the Canadian Merchant Service Guild, Inc., and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. B.C. Towboat Owners' Association (various companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed personnel) (Conciliation Officer: D. S. Tysoe).

Conciliation Boards Appointed

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Sept., p. 805).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in August to deal with a dispute between the Canadian Broadcasting Corporation and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Oct., p. 882) was fully constituted in September with the appointment of His Honour Judge Walter Little of Parry Sound as Chairman. Judge Little was appointed by the Minister on the joint recommendation of the other two members of the Board, S. E. Dinsdale of Toronto and Francis Eady of Ottawa, who were previously appointed on the nomination of the Corporation and union, respectively.

2. The Board of Conciliation and Investigation established in August to deal with a dispute between CJMS Radio Montreal Limited and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 882) was fully constituted in September with the appointment of His Honour Judge Antoine Lamarre of Montreal as Chairman. Judge Lamarre was appointed by the Minister on the joint recommendation of the other two members of the Board, Gilles Godin and Louis-Claude Trudel, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in August to deal with a dispute between Canadian National Railways and Canadian National Railways Police Association (L.G., Oct., p. 882) was fully constituted in September with the appointment of Raymond Barakett of Montreal as Chairman. Mr. Barakett was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, R. V. Hicks, Q.C., of Toronto and Dollard Dansereau of Montreal, who were previously appointed on the nomination of the company and union, respectively.

4. A Board of Conciliation and Investigation was established and fully constituted in September to deal with a dispute between Air Canada, Montreal, and Lodges 714 and 1751 of the International Association of Machinists (L.G., Sept., p. 805). W. H. Dickie of Toronto was appointed as Chairman by the Minister on the joint recommendation of the other two members of the Board, H. M. Sparks of Montreal and Peter Podger of Streetsville, Ont., who were previously appointed on the nomination of the company and union, respectively.

Board Report Received

Federal Electric Corporation, Paramus, N.J. (DEW Line operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (L.G., Aug., p. 718). The text of the report is reproduced below.

Arbitrator Appointed on Request of Parties

Federal Electric Corporation, Paramus, N.J. (DEW Line operations in Canada) and Local 2085 of the International Brotherhood of Electrical Workers (see

above). His Honour Judge J. C. Anderson of Belleville, Ont. was appointed Arbitrator on September 26 to make a final and binding decision on the wage issue which remained in dispute.

Dispute Lapsed

McClure Transport Limited, Edmundston, N.B., and District 50 of the United Mine Workers of America (Conciliation Officer: H. R. Pettigrove) (L.G., June, p. 505).

Report of Board in Dispute between

Federal Electric Corporation, Paramus, N.J.
and
International Brotherhood of Electrical Workers

During September, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Federal Electric Corporation, Paramus, N.J., and Local 2085 of the International Brotherhood of Electrical Workers.

The Board was under the chairmanship of R. A. Gallagher of Winnipeg. He was appointed by the Minister on the joint recommendation of the other two members, R. E. Noonan and H. L. Stevens, both of Winnipeg, nominees of the company and union, respectively.

The report of the chairman and Mr. Noonan constitutes the report of the Board. The minority report was made by Mr. Stevens.

The text of the reports is reproduced here.

The history of the dispute leading to the appointment of this Board is as follows:

The above local union was certified by the Canada Labour Relations Board on November 1, 1963. Prior to this date, the employees of the company were not organized.

The certification was questioned by the employer in certain legal proceedings, and as a result negotiations did not get underway between the parties until the month of April 1964.

The union and the employer did excellent work in their negotiations in the months of April and May 1964, with the result that only two items remained to be resolved, namely, wages and union security. While these two points present formidable difficulties to both parties and to this Board, the work done and the success accomplished by them are deserving of commendation.

This Board was constituted on June 3, 1964 and held a meeting with the parties on June 30. As it appeared obvious after a thorough investigation that agreement between the parties on these two areas could not be reached, the hearing was terminated, with liberty to the parties to file additional memoranda and information.

Both parties have received a full hearing and the positions of both have been made quite clear. Some delay has resulted from the absence of Board members from the city due to several reasons, but, while regrettable, this has not been avoidable.

Dealing with the matters at issue:

Wages

The positions of the parties are easily stated.

The union states that their members are entitled to be paid on an equal basis with employees of the same company on the DEW Line in Alaska. In other words, parity of wages with Alaskan employees who are certified under another local of the same union.

The employer, on the other hand, argued that parity of wages was not reasonable or logical for many reasons, and submitted an offer of a 2 per cent wage increase in the first year of the contract and 2 per cent in the second year.

The problem is easy to state but difficult to resolve.

However, I set out hereunder my views and my decision

(a) I agree that wage comparisons on a parity basis without regard to economic conditions, availability of work forces, tax positions, overhead costs, etc., are not tenable. It is impossible, in my opinion, to compare the level of wages in varying and far-flung areas with any degree of certainty or accuracy. Certainly no evidence has been presented to this Board to substantiate that "parity" of wages is either the correct approach or a wrong one. We cannot guess in fairness to both parties.

(b) On the other hand, I cannot agree with the Company's offer of 2 per cent and 2 per cent.

There has been no increase in wages of employees on the Canadian sector of the DEW Line since 1957-1958. In those years the Canadian dollar was at a premium, and whether the employees were paid in Canadian or American currency some saving to the company must have been affected, either in the area of wages or in other areas.

Also, while it is true that the schedule of wages paid to employees is handsome, and these employees receive almost free board and lodging, one cannot but appreciate that service on the Line in the far north of Canada is deserving of great monetary consideration. It is true that the Company provides excellent accommodation—I record this fact as a tribute to the Company. Still it must be acknowledged that conditions are severe and the people who carry out the necessary tasks are deserving of the greatest consideration in the area of wages and other fringe benefits.

It is my opinion taking all factors into consideration that the following wage procedure should apply:

(a) That the company offer to shorten the length of the first tour of service from 18 months to 12 months shall be implemented.

(b) That the company offer of 8 paid holidays and 5 more vacation days, or a total of 13 additional paid days not worked, shall be implemented.

(c) That there shall be no restriction by the company on the number of hours of overtime any employee may work if overtime is available and the company requests the employee to do such work.

(d) The "base rate" shall be the "current hourly rate with bonus" as set out in the material filed with the Board by the employer.

(e) The second and subsequent tour bonus as proposed by the company shall be adopted by both parties.

(f) The company shall provide a 10 percent increase in all rates effective as of the date of agreement hereinafter set forth.

(g) The company shall provide a further 10 per-cent increase on the rates set out in sub-paragraph (f) above effective as of the commencement date of the second year of the said agreement.

(h) The agreement should be effective as of the 1st day of July 1964, but wage increases and other benefits thereunder shall only be payable or apply to employees whose service with the company has been effective to the date this report is received by both parties.

Neither of my colleagues on the Board are in agreement with my award as aforesaid, and the above portion of this award is that of the Chairman alone.

Union Security

The problem here is also easily stated.

The union has requested a union shop with irrevocable dues check-off. The employer countered with an open shop proposal; and then, later, a maintenance of membership proposal with revocable dues check-off.

No area of union-employer relationships poses a more trying problem than the one under discussion.

It is easy to adopt a position one way or the other and then remain adamant that the position taken is justified. However, any person who approaches the matter with an open mind and is prepared to allow for the possibility that his views might be wrong, can easily appreciate that his own social experience, his environment, and numerous other factors will influence his views.

This is a first contract between the parties. In our view each party has to prove to the other over a period of time that it can contribute to employee-employer relationships in a proper manner.

To supply the union, at this stage, with a "captive membership" would in our opinion be subject to as much criticism as supplying the employer with the weapons by which he could destroy the effectiveness of the union.

It is our view that a sensible solution to the problem for a first contract between the parties is as follows:

(a) Any member of the bargaining unit who becomes a member of the union during the life of this agreement shall maintain his membership in said union in good standing during the full term of such agreement, and failure to do so shall result in dismissal from employment forthwith.

(b) During the term of such membership as aforesaid, the employer shall deduct the full amount of the union dues, as certified by the secretary of the local union on a monthly basis, and shall forward the same with an alphabetical list of all members for whom dues have been deducted to the Secretary of the local union each month.

The above portion of this award relating to union security only has been agreed upon as the joint award of Board member R. E. Noonan and the Chairman of the Board.

Conclusion

Should any question arise, or dispute occur, between the parties as to the meaning of this whole award, or any part thereof, the same shall be referred to this Board, which shall have the right and power to determine such question or such dispute.

Dated this 11th day of September, 1964.

(Sgd.) R. A. Gallagher,
Chairman.

(Sgd.) R. Noonan,
Member.

COMPANY REPRESENTATIVE'S REPORT

As no agreement was arrived at in the conciliation proceedings that took place during the hearings between IBEW Local 2085 and Federal Electric Corporation, it appears to me that a method by which the matter might be rationalized is first of all to review all of the facts that came before the Board, which are as follows:

(1) Progress that took place by collective bargaining in the form of a draft agreement except for two unresolved factors, (a) Wages and (b) Union Security.

(2) (a) Union Brief

(b) Supplementary Union Brief

(3) Various exhibits of the Federal Electric Corporation covering wage comparisons, working conditions, and Canadian population on the Dewline, etc.

(4) Federal Electric Corporation reply to the supplementary brief submitted by IBEW Local 2085.

Firstly, it is evident that agreement has been tentatively arrived at in all matters other than wages and union security. It is evident that both parties have done a considerable amount of valuable work in drafting the attached agreement.

In the matter of wages, the union has adamantly taken the position for what it refers to as "parity rates of pay", and in its supplementary submission goes on to explain that "parity rates" of pay mean the rates that are being negotiated for similar work in the United States. It refers to the fact that the making of such international comparisons were valid and were not purely academic observations. However, this member of the Board wishes to most strongly point out that it must surely be obvious if the union is to have the privilege of making international comparisons for the purpose of establishing wages, then surely the employer should be granted the equal privilege of making international comparisons for the purpose of establishing wages, for instance, Japanese rates, for technicians and mechanics of equal ability in the electronics field. Such rates obviously would be detrimental to the union's case. However, the writer is of the opinion that no useful purpose can be served by international comparisons of this sort, and the case of the union for higher rates of pay must of necessity rest upon comparisons within Canada for similar jobs in as nearly as possible comparable locations and conditions. This, I believe, the company has done in its Current Canadian Wage Rates Comparisons table.

In the matter of wages in this first agreement, the union appeared to be completely adamant that the only wage settlement it would accept would be the same rates of pay as those paid in the United States for similar job classifications. It was equally obvious that such was not acceptable to the ccompany. It is on this point that a stalemate has been reached. It is obvious therefore that the only purpose this Board can serve is to come up with a fair and reasonable recommendation which may form the basis of an eventual agreement between the company and the union.

The company was able to establish that the union in this first agreement was asking for an increase in pay over a two-year period of an amount in excess of 40 per cent over the present rates of pay. The company in the various discussions said that whereas it would give every consideration to a reasonable increase in rate of pay, could not and would not accept this exorbitant increase, which the union insisted was the only basis of settlement as far as it was concerned.

The union might have a case for a considerable increase in pay if it could be shown that the Federal Electric Corporation far northern rates of pay were less than paid to others under similar conditions and in similar job classifications. Unfortunately for the union's case, just the reverse is true, as can be seen by reference to the Current Canadian Wage Rates table, for example: A Federal Electric mechanic can make from $10,000 to $12,500 per year whereas such classifications in other northern areas make from $6,000 to $9,000. A chef with Federal Electric can make from $8,000 to $10,000 whereas in other northern activities the rate is from $5,000 to $9,000. Radicians receive from $11,000 to $13,000 whereas on the Mid-Canada line the rate range is from $7,500 to $8,700. For a clerk the rate is from $9,000 to $10,500 whereas for other northern services it is approximately $8,000. It is obvious from these comparisons taken from the evidence submitted, that the rates of pay by Federal Electric are considerably higher in the northern area than others operating under the same circumstances, and in many cases the others have a charge for board and room, which are not charged for by Federal Electric.

It is also evident from the information submitted that Federal Electric goes to considerable trouble to provide maximum amenities in its far northern area of operation—up-to-date movies twice a week, all kinds of communication, recreational activities, etc. (See copies of photos taken from evidence submitted.)

As a further concession, the company has undertaken to include a second and third tour bonus in the current rates of pay as set forth in the Current Wage Rates table.

Further it is interesting to note that the union claimed there was considerable U.S. personnel invloved at high rates of pay in the manning of the Dewline. This statement was completely refuted by the company by the submission of its complete list of employeees, where it is noted that the only U.S. citizens employed in the Canadian operation of the Dewline are those specifically employed as Crypto-Radicians, who for reasons of national security, are required to be U.S. citizens.

In so far as union security is concerned, the union is asking for a complete closed shop and check-off of dues. The company said it was willing to meet them half-way. The union based its request for a complete closed shop on the fact that there was a considerable turnover of personnel and that this made maintenance of union membership somewhat difficult, and implied that it should have the company's help to maintain union membership. This of course the company indicated it was not prepared to do, as union membership was the union's business and should be looked after by the union stewards. The company indicated it was prepared to accept the open shop and maintenance of member arrangement, such maintenance of members to exist for the life of the contract. This offer, I suggest, for a first agreement is a generous one.

In reviewing the above facts and submissions as presented to the Board, it is clearly evident that primarily one single item appears to be the cause of this disagreement. It is the fact that the union believes the employees should receive the same rate of pay for the same job function as is paid in the U.S. The union apparently does not recognize that economic conditions in Canada are different from those existing in the U.S. for the same job classifications. If this principle were to be accepted by this or any other official body in Canada it could have disastrous consequences for the Canadian economy, and Canadian industry in particular. There are many reasons why different rates of remuneration exist in various countries all over the world, having to do with taxation, volume of markets, population, value of money and many other such economic factors. When all such factors are taken into account it is my opinion that the union does not have a valid case for an increase when it is based solely upon what is paid for similar work in the U.S. I do agree that it may have a reasonable cause for complaint in that no increase in pay has taken place since 1958. On this point I believe the company is prepared to meet any reasonable request as a basis for negotiating a successful first agreement.

I believe it is the duty of this Conciliation Board, because of the international importance of the DEW line, as well as its military significance, to meet again to determine, if at all possible, what unanimous recommendations it may be prepared to put forth as the basis of arriving at an amicable conclusion to the already well-drafted agreement.

My final consideration with respect to wages in the case of Federal Electric Company and IBEW Local 2085, is as follows:

That a 4 per cent increase in wages, effective July, 1964, should be granted by the Company, and that an additional 4 per cent increase in wages should be granted effective July 1, 1965.

In clarification of this monetary suggestion, a tabulation of current and new rates of pay is attached herewith.

Respectfully submitted,

(*Sgd.*) R. Noonan,
Member.

Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Mechanic	1st	$ 3.46	$ 3.60	$ 3.74
	2nd	3.94	4.10	4.26
	Subsequent	4.04	4.20	4.37
Lead Mechanic	1st	3.67	3.82	3.97
	2nd	4.16	4.33	4.50
	Subsequent	4.25	4.42	4.60
Chef	1st	2.78	2.89	3.01
	2nd	3.15	3.28	3.41
	Subsequent	3.24	3.37	3.50
Baker	1st	2.39	2.49	2.59
	2nd	2.63	2.74	2.85
	Subsequent	2.69	2.80	2.91
Cook	1st	2.26	2.35	2.46
	2nd	2.59	2.69	2.80
	Subsequent	2.63	2.74	2.85
General Help	1st	1.65	1.71	1.78
	2nd	1.86	1.93	2.01
	Subsequent	1.92	2.00	2.08

Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Supply Specialist, Jr.	1st	$ 2.96	$ 3.08	$ 3.20
	2nd	3.35	3.48	3.62
	Subsequent	3.45	3.59	3.73
Supply Specialist	1st	3.16	3.28	3.41
	2nd	3.54	3.68	3.83
	Subsequent	3.65	3.80	3.95
Lead Supply Specialist Transportation Specialist	1st	3.46	3.60	3.74
	2nd	3.94	4.10	4.26
	Subsequent	4.04	4.20	4.37
Janitor	1st	1.65	1.72	1.79
	2nd	1.86	1.93	2.01
	Subsequent	1.92	2.00	2.08
Switchboard Operator	1st	1.98	2.06	2.14
	2nd	2.24	2.33	2.42
	Subsequent	2.31	2.40	2.49
Teletype Operator	1st	2.96	3.08	3.20
	2nd	3.34	3.47	3.61
	Subsequent	3.45	3.59	3.70
Radician Technician (Carrier and Radio)	1st	3.57	3.71	3.86
	2nd	4.04	4.20	4.37
	Subsequent	4.15	4.32	4.49
Lead Radician	1st	3.77	3.92	4.08
Lead Carrier Technician	2nd	4.25	4.42	4.60
Lead Radio Technician	Subsequent	4.37	4.64	4.83
Clerk	1st	2.89	3.01	3.13
Clerk (Network Control)	2nd	3.26	3.39	3.53
	Subsequent	3.33	3.46	3.60

Effective 7/1/64:

	Start	End Six Mos.	Twelve Months
Radician (New Hire) Carrier Technician (New Hire) Radio Technician (New Hire) Instrument Technician (New Hire)	$ 3.00	$ 3.70	$ 4.20

Effective 7/1/65:

	Start	End Six Mos.	Twelve Months
Radician (New Hire) Carrier Technician (New Hire) Radio Technician (New Hire) Instrument Technician (New Hire)	$ 3.07	$ 3.87	$ 4.31

Job Classification	Tour	Current:	Effective 7/1/64:	Effective 7/1/65:
Laborer D	1st	$ .76	$ .80	$ .84
	2nd	.76	.88	.92
	Subsequent	.76	.90	.94
Laborer C	1st	1.13	1.18	1.24
	2nd	1.13	1.25	1.31
	Subsequent	1.13	1.27	1.33
Laborer B	1st	1.32	1.38	1.44
	2nd	1.32	1.44	1.50
	Subsequent	1.32	1.46	1.52
Laborer A	1st	1.70	1.77	1.84
	2nd	1.70	1.82	1.89
	Subsequent	1.70	1.84	1.91

MINORITY REPORT

Following presentation made by the company and the union in which the Board had to give consideration to two points of reference, namely: wages and union security, I have studied both the company's and union's submission and note in the supplementary brief which I have received from the I.B.E.W., the new wage proposal offered to the American Dewline employees. The company has accepted the principle of no differential in payment to supervisors. I believe once a principle has been accepted, it is just a matter of applying the same principle to all classifications.

I note in the company's submission that it is actually proposing a wage reduction to Canadian employees on the Dewline. It was clearly brought out in the union's brief that Canadian employees have not received an increase since 1957. Even though the union has argued for parity of rates between American Dewline employees and Canadian Dewline employees, the official request from the union is the one that reflects a rate of $5.07 an hour for radician and mechanic. In 1957 the Canadians received the same rate of pay as the Americans, and if the Board gives full consideration to the union's request of $5.07 an hour for radician and mechanic, the Canadian employees will still end up 30 cents an hour lower than the Americans in the year 1965. Therefore, as a member of this Board I can take no other position but to agree with the union's request of ending up with a rate of $5.07 an hour, which I feel is fair and equitable to the company.

The Board members had a discussion dealing with the economics of Canada in a comparison of wage rates, in that the economy of Canada should not be upset by applying American rates across the border into Canada. The union has not requested American rates payable south of the border to be applied to Canadians north of the border. What the union has suggested is that rates of pay be applicable to all employees working on the same line.

I would like to state for the record that as far as economics of this country are concerned, the United Steelworkers of America has had for a number of years international wage agreements with industries such as the American Can, the Continental Can and Iron Ore Mines, which in effect give the Canadian employees exactly the same fringes and hourly wages as those received in the American plants of the above-mentioned industries. I have not heard of the economy of Canada being upset by applying these rates. Therefore, I reiterate my suggestion that this Board agrees with the union's request to end up with a rate of $5.07 an hour for radician and mechanic.

Union Security

I am certainly not going to delve too long into union security. The hardship that would be imposed on the union in attempting to sign up new members must be obvious. The company in their submission state: "in fact, it is safe to say that by the termination date of this contract that an entirely changed unit will exist, in contrast with those who chose a bargaining unit." I note that Federal Electric has granted union shop to the Alaska line. Again, once we have agreed to a principle, we should apply said principle. I therefore concur in the union's request for union security as outlined in their original submission.

Dated this 10th day of September, A.D. 1964.

(*Sgd.*) H. L. Stevens,
Member.

The U.S. National Labor Relations Board last month ordered the Kohler Co., Sheboygan, Wis., to reinstate 57 of 77 employees discharged during a 1954 strike (L.G. 1962, p. 1366). The Board, reversing an earlier decision, ruled that unfair labour practices by the plumbing manufacturer brought on the strike.

The Board rejected applications for reinstatement in the cases of 17 strikers who, it said, physically and violently assaulted nonstrikers or threatened members of their families. Three others of the 77 have died.

Fringe benefits in 1962 cost manufacturing employers in the United States 53.4 cents an hour for every production worker, according to the National Industrial Conference Board.

Manufacturing production workers' average hourly earnings of $2.40 an hour included paid leave, premium payments and bonuses amounting to 26.4 cents an hour. Insurance programs and welfare plans not included in the average hourly earnings figure cost the employer an average of 27 cents an hour for each worker.

Highest fringe benefits were paid by the primary metals industry—77.4 cents an hour—and the lowest benefits by the apparel and products industry—26.2 cents an hour.

Legal Decisions Affecting Labour

Alberta Supreme Court upholds injunction against picketing. Quebec Superior Court upholds the constitutional validity of the federal Maritime Transportation Unions Trustees Act

In Alberta, the Supreme Court ruled that peaceful picketing was unlawful when it interfered with contractual relations between employer and employees in a situation where the union was not certified as a bargaining agent for the company's employees and where there was no dispute between the company and its employees. The purpose of the picketing was to strengthen the union's position in its dispute with another company where the union was a certified bargaining agent and was on legal strike.

In Quebec, the Superior Court rejected an application for an injunction to prevent the maritime union trustees from taking over the management of the maritime unions. The Court upheld the constitutional validity of the Maritime Transportation Unions Trustees Act as legislation in pith and substance within federal jurisdiction under "the peace, order and good government" clause of Section 91 of the British North America Act.

Alberta Supreme Court . . .

. . . rules that picketing that interferes with contractual relations is unlawful

On March 31, 1964, Mr. Justice Kirby of the Supreme Court of Alberta dismissed an application to quash an interlocutory injunction against picketing and ruled that, although at common law there is a right to communicate information peacefully and to use picket lines for this purpose, such picketing is unlawful when it interferes with contractual relations between employer and employees by dissuading them from going to work.

Local 1-206 of the International Woodworkers of America applied to set aside an interlocutory injunction preventing the union from picketing the sawmill and premises of the North Fork Timber Co. Ltd., from supporting and encouraging activities to restrict the production of timber and lumber of the same company, from interfering with the contractual relations of the company by picketing, and from watching or besetting the company's premises and the premises of its employees.

The picketing was conducted on March 9, 10, 11 and 12 by the members of Local 1-206 in the vicinity of the junction of a roadway leading to the mill operated by North Fork and No. 3 Highway, and near the entrance to the forest road leading to the timber berth operated by the same company. There were about 10 picketers, who carried placards bearing the words "I.W.A. on Strike at Blairmore Sawmills" and "I.W.A. on Strike, Don't Scab."

At the time of the picketing, the North Fork Co. employed seven employees, apart from the supervisor, two of whom were absent from work for reasons not connected with the case at bar. The five remaining employees did not work in the mill on the four days on which the mill was picketed.

Two of the employees filed affidavits to the effect that they were told by the picketers that if they signed up with the union they would get strike benefits, and when a contract was signed there would be a clause protecting their present jobs. Another employee filed an affidavit to the effect that he was told by one of the picketers that he would get strike benefits if he did not work.

Local 1-206 was certified bargaining agent for the employees of Blairmore Sawmills Ltd., and on March 9 went on strike against Blairmore in accordance with the provisions of the Alberta Labour Act. The union was not the certified bargaining agent for the employees of North Fork, nor was there any dispute between North Fork and its employees.

Five of the shareholders holding a majority of shares in Blairmore likewise hold a majority of shares in North Fork, and four of the five directors of both companies are the same.

The union defended the picketing of North Fork as being lawfully justified for the purpose of imparting information, and filed affidavits to the effect that they had not encouraged employees of North Fork to leave their employment and that they had not at any time encouraged, coerced, intimated or suggested, that any of the employees break a contract with North Fork.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

There was no evidence that the picketing was other than peaceful.

The company contended that the picketing was intended to induce the employees of North Fork to break their contracts of employment.

Mr. Justice Kirby noted that the mills operated by North Fork and Blairmore are both in the same area, and it was difficult to believe that it required 10 picketers to inform five employees living in the same area that their union was on strike and to inform them of the reasons for such strike.

The fact was that the picketing had been effective in inducing the employees of North Fork not to go to work in the mill. It was a reasonable assumption that this was the real purpose of the picketing, designed to strengthen the position of the union in its dispute with Blairmore by reason of the interlocking ownership and control of the two companies. On the basis of the evidence before him, Mr. Justice Kirby came to the conclusion that this assumption was correct.

The question before the court was whether the picketing under consideration was unlawful.

On reaching the decision Mr. Justice Kirby relied, among others, on the principle of law applicable in such situations as summarized by Viscount Simon in *Crofter Hand-Woven Harris Tweed Co. v. Veitch* (1942) A.C. 435 at p. 442:

> Thirdly, if C has an existing contract with A, and B is aware of it and persuades or induces C to break the contract with resulting damage to A, this is, generally speaking, a tortious act, for which B will be liable to A for the injury he has done him. In many cases, however, B may be able to justify his procuring of the breach of contract.

Further, Mr. Justice Kirby noted that a situation similar to that at bar was under consideration in *Edland Const. (1960) Ltd. v. Childs and Sallafranque* (L.G., Jan. p. 51), the headnote of which states:

> Although there may be a common law right peacefully to communicate information by carrying placards in a picket line, it becomes enjoinable if the conduct supports an inference of intimidation or threats or interference with the acts of employees or the movement of goods or vehicles of an employer or deterrence of members of the public from doing business with the employer. In any event, picketing is enjoinable where it is initiated by leaders of a union which has not taken any of the required statutory steps for certification and which has no relationship with the employer and where there is no evidence that it arose out of any labour dispute between the employer and its employees.

Mr. Justice Kirby concurred with these views; he ruled the picketing in the dispute at bar unlawful and upheld the injunction.

North Fork Timber Company Limited v. MacKenzie et al and Local 1-206, International Woodworkers of America, (1964) 48 WWR, Part 8, p. 498.

Quebec Superior Court . . .

. . . rules Maritime Transportation Unions Trustees Act to be constitutionally valid

On May 13, 1964, Mr. Justice Ouimet of the Quebec Superior Court, dismissed a petition by the Secretary-Treasurer of the Seafarers' International Union of Canada for an injunction to prevent the Board of Trustees of the Maritime Transportation Unions from taking over the management of the unions involved, and held that the Maritime Transportation Unions Trustees Act was constitutionally valid, being, in pith and substance, legislation under the peace, order and good government clause of Section 91 of the B.N.A. Act within the powers of the federal Parliament.

The main arguments in support of the petition for injunction and declaration that the Act was *ultra vires* federal jurisdiction were as follows:

The pith, substance, purpose and effect of the Trustees Act was to place the Seafarers' International Union of Canada, its administration, membership and assets under the control of the trustees, all of which relate to matters which fall within the exclusive jurisdiction of the legislatures of the Provinces of Canada as set out in Section 92 of the British North America Act under the heading "Property and Civil Rights in the Province"; consequently the Trustees Act is unconstitutional and *ultra vires.*

The Trustees Act cannot be construed or applied otherwise than as to abrogate, abridge and infringe the rights and freedoms recognized and declared in the Canadian Bill of Rights, even though the said Trustees Act does not expressly declare, as required by Section 2 of the Canadian Bill of Rights, that it shall operate notwithstanding the said Canadian Bill of Rights; the Trustees Act is contrary to and incompatible with the Treaty obligations which Canada has assumed as a member of the United Nations in that it violates Articles 55 and 56 of the Charter of the United Nations, and further, it is contrary to and in violation of the Declaration of Human Rights adopted by the General Assembly of the United Nations, in favour of which Canada has voted; the Trustees Act is also contrary to and incompatible with the obligations which Canada has assumed as a member of the International Labour Organization.

Consequently, legislation violating international obligations assumed by Canada is *ultra vires* the Parliament of Canada; the Report of the Industrial Inquiry Commission on the disruption of shipping mentioned in the preamble of the Trustees Act, insofar as it purports to indicate an emergency situation, is *ultra vires* the terms of reference of said Commission and is *ultra vires* the provisions of Section 56 of the Industrial Relations and Disputes Investigation Act, the sole purpose of said Commission, as set out in Section 56, being to report facts of a dispute between an employer and an employees' organization; there was not and is no emergency situation, and a legislation of the Parliament of Canada based upon an emergency situation must be done pursuant to Parliament's declaring that an emergency exists, and such legislation passed solely on the basis of a characterization by an Industrial Inquiry Commission is unconstitutional and *ultra vires* the Parliament of Canada.

Finally, the petitioner pleaded that he had no other recourse available to remedy the wrong he was suffering and that he would suffer damages and great and irreparable injury if the petition for injunction, which was one of urgent necessity, was not granted.

The Board of Trustees contested the petition for injunction on such grounds as:

The Trustees Act falls clearly within the legislative authority of the Parliament of Canada; some of the matters dealt with in the Act are: Peace, Order and Good Government of Canada. Regulations of Trade and Commerce, and Navigation and Shipping. In pith and substance, the Act deals with matters coming within the classes of subjects enumerated in Section 91 of the British North America Act.

There is no conflict between the Trustees Act and rights and freedoms recognized and declared in the Canadian Bill of Rights, the Trustees Act having been enacted to further the rights of seamen which had been undermined by the unwarranted actions of certain union leaders.

The Trustees Act, having been enacted for the purpose mentioned in its preamble, is perfectly in accord with the obligations assumed by Canada in the international treaties to which reference was made in the petition.

The situation summarized in the preamble of the Trustees Act is one of emergency upon which the Parliament of Canada had the right and obligation to act. Even if there were any doubt on this point, the national and public interests of Canada make it imperative that no injunction be granted before a final judgment has been rendered on the validity of the Trustees Act.

The Minister of Justice intervened, and the main arguments filed on his behalf were as follows:

The petitioner has not sufficient interest to present his petition as he has not suffered any prejudice or damage as a result of the adoption and putting in force of the Trustees Act. Were an interim or interlocutory injunction to issue in the present matter it would cause irreparable damage and prejudice to Canada as a whole.

The suspending of the application of the Trustees Act would foster the return of a situation which existed prior to the putting into effect of the Act, a situation of emergency for all Canada, which had been created by acts of violence and intimidation fomented and committed by members and officers of the Seafarers' Union. The state of extreme emergency had been shown to Parliament by a Royal Inquiry under Section 56 of the Industrial Relations and Disputes Investigation Act, the report of which inquiry is mentioned in the preamble of the Act creating the trusteeship; the law creating the trusteeship was within the competence, jurisdiction and legislative powers of the Parliament of Canada.

The pith and substance of the Trustees Act affect matters within the exclusive jurisdiction of the Parliament of Canada under Section 91 of the British North America Act, and more particularly the regulations of Trade and Commerce and Navigation and Shipping. The Parliament of Canada had full jurisdiction to adopt the Trustees Act to insure peace, order and good government in Canada.

The temporary control and administration by the Trustees of the Maritime Unions are for the benefit and advantage of their members and were inspired and motivated by the situation of national emergency referred to in the preamble of the Act and in the Norris Report therein mentioned, no suspension or restriction of any fundamental rights or freedoms having been created by the Act.

Finally the submission stated that freedom of assembly and of association is not in itself absolute and remains subject to the sovereign rights of the State to maintain order and security within the country.

Mr. Justice Ouimet, in order to reach his decision, stated the following principle of procedural and constitutional law relevant to the case at bar.

With regard to the granting of a petition for injunction the established principle of law is that a party seeking an injunction must establish a *prima facie* right and a

serious prejudice. The court, in the exercise of its discretion, must weigh the balance of inconvenience which might result from the issuing of a writ of injunction, and the applicant's alleged right must be shown to be superior to that of the respondent. The prejudice suffered by the applicant because of the dismissal of his petition should be greater than that the granting of the petition would cause to the respondent. The prejudice alleged and proved by the applicant must be of a personal nature as distinguished from one affecting the community or the general public. The court should look into the conduct of the party who makes the application and should refuse to interfere unless the applicant's conduct in the matter had been fair and honest, and free from any taint of fraud or illegality.

With regard to the presumption that laws are *intra vires* the powers of the enacting body, the established principle of law is that the courts have a positive duty to hold valid a statute, if possible, "their duty being to apply the law, not to make it."

With regard to the powers flowing from the "Peace, Order and Good Government" clause in Section 91 of the British North America Act, the established law is that the pith, substance, character and purpose of the impugned law must be the sole guides of the court in deciding its validity; that it can only be under necessity and in highly exceptional circumstances that the liberty of the inhabitants of a province may be restricted by the Parliament of Canada and that the Dominion can intervene in the interests of Canada as a whole; that the emergency must actually exist; and that the Canadian Parliament cannot, by clothing its legislation in a form which purports to indicate its competency, avoid the limitations imposed upon it by the British North America Act.

With regard to the powers and jurisdiction granted by the British North America Act of 1867 and particularly by Section 91, the law as stated is that the Parliament of Canada is supreme in respect of matters of legislation, the pith and substance of which are within the ambit of Secton 91, regarding matters mentioned generally or specifically in the said section, whether or not such legislation directly or indirectly affects "property and civil rights" in a Province, namely, among others, (a) the Criminal Law (Section 91, paragraph 23); (b) Banks and banking operations (Section 91, paragraph 15); (c) Bankruptcy and insolvency; (d) Sea-coast and Inland Fisheries; (e) Navigation and Shipping. Within the scope of "navigation" and "shipping," The federal jurisdiction covers labour conditions and conditions of employment of stevedores as it was decided by the Supreme Court of Canada in *Reference re Validity of Industrial Relations and Disputes Investigation Act, in Respect of certain Employees of the Eastern Stevedoring Company Ltd.* (L.G. 1955, p. 952), in which case Mr. Jusice Taschereau stated: "Even if *incidentally* the law may affect provincial rights, it is nevertheless valid if it is, as I think, in relation to a subject within the federal legislative power under S. 91."

Further, within "Navigation and Shipping" federal jurisdiction comprises pilotage and the disposal of property belonging to the collective bargaining agent for the pilots. In this respect, in *Paquet v. Pilots' Corporation (Quebec)* (1920) A.C. 1029 Viscount Haldane stated:

> It is of course, true that the class of subjects designated as "property and civil rights" in s. 92 and there given exclusively to the Province would be trenched on if that section were to be interpreted by itself. By the language of S. 92 *has to be read along with that of S. 91*, and the generality of the wording of S. 92 has to be interpreted as restricted by the specific language of S. 91, in accordance with the well-established principle that subjects which in one aspect may come under S. 92 may *in another aspect*, that is made dominant, be brought within S. 91. That this principle applies in the case before their Lordships they entertain no doubt, and it was, therefore, in their opinion, for the Dominion and not for the Provincial legislature to deal exclusively with the subject of pilotage after Confederation, *notwithstanding* that the civil rights and the property of the Corporation of Pilots of Quebec Harbour might *incidentally, if unavoidably*, be seriously affected.

Regarding the admissibility in the record of the Norris Report, the principles of law stated by Mr. Justice Ouimet was that the Courts should not be deprived of information for the purpose of showing the intention, that is the purpose and object of the Act, and indicating the materials which a government had before it in promoting the impugned statute—although the language of a Minister of the Crown in proposing a measure may not be admissible in evidence.

After stating the established principles of law with regard to the issues raised in the case at bar, Mr. Justice Ouimet noted that the preamble of the Trustees Act refers to the "Norris Report" as indicating that within the shipping industry in Canada an emergency situation has developed that was endangering navigation and shipping on the St. Lawrence Seaway with a consequent threat to the economy of Canada, the international relations of Canada, and peace, order and good government on the St. Lawrence Seaway, and in the ports and on the sea coasts of Canada; that the democratic

processes within a certain maritime transportation union have been avoided or undermined to the prejudice of the welfare and rights of seamen and the national and public interests of Canada; and that the Report recommended that as an interim measure the maritime transportation unions and their locals in Canada be put under trusteeship to the end that the danger to navigation and shipping on the St. Lawrence Seaway and the threat to the national and public interests may be removed and to enable the seamen of Canada to assume by peaceful means the democratic management and control of their labour organizations.

Then, Mr. Justice Ouimet arrived at the following conclusions: the applicant's objection to the Court's taking judicial notice of the preamble to the Act and of the "Norris Report" was ill-founded and should be overruled; the applicant did not establish that he was suffering an irreparable injury or prejudice, nor that he was vested with a clear right to proceed against the respondents. The applicant was acting for other interests which were not and could not be a party to the issue; the Court must take into account the presumption that the Trustees Act is constitutional and within the ambit of Section 91 of the British North America Act; the "Norris Report" shows that there existed at the time of the passing of the Act an unquestionable emergency situation affecting the shipping industry in Canada, with a consequent threat to the economy and the international relations of the country and the peace, order and good government all across the St. Lawrence Seaway and throughout relevant Canadian ports: even if the applicant had shown a *prima facie* right, the balance of inconvenience would certainly be on the side of the respondents, of the intervening party and of Canada as a whole; the Trustees Act is *intra vires* the powers of the federal Parliament and does not infringe the provisions of the Canadian Bill of Rights, nor of any international instrument adhered to in pursuance of the principles therein recited; the applicant's petition is ill-founded and should be dismissed.

The Court upheld the constitutional validity of the Trustees Act and dismissed the application for injunction.

Swait v. Board of Trustees of the Maritime Transportation Unions et al., C.C.H. Canadian Labour Law Reporter, (1964) Para. 14,015, p. 11,148.

Recent Regulations, Federal and Provincial

Ontario issues comprehensive new safety regulations under Industrial Safety Act. B.C. raises minimum wage of miners

In Ontario, new regulations under the Industrial Safety Act strengthened and extended safety and welfare provisions previously in effect, and introduced some new requirements.

Among other changes, the regulations set out specific safety rules for silos, bins and other containers used for storing dry bulk material, and introduced provisions designed to prevent occupational deafness caused by industrial noise.

In British Columbia, the minimum wage for miners has been increased from $1 to $1.50 an hour. New overtime requirements have been laid down for the fresh fruit and vegetable industry.

Other regulations deal with applications for loans under the Canada Student Loans Plan and with commercial courses given by trade schools in New Brunswick.

FEDERAL

The first regulations to be issued under the Canada Students Loans Act were gazetted on September 9 as SOR/64-355.

The Act established the Canada Student Loans Plan, under which needy, full-time students in approved institutions above the secondary school level may obtain annual loans up to $1,000 a year and total loans up to $5,000.

Among other matters, the regulations set out the procedure to be followed when applying for a loan and fix the term of repayment. The interest rate on such loans is to be five and three-quarters per cent.

PROVINCIAL

B.C. Hours of Work Act
B.C. Male and Female Minimum Wage Acts

Mining Industry

In British Columbia, a new order governing male employees in the mining industry increased the minimum wage from $1.00 to $1.50 an hour and requires the payment of overtime after 40 hours in a week instead of after 44 hours. The new order was gazetted as B.C. Reg. 172/64 on September 3, to go into force on January 2, 1965.

Except that prospectors are no longer excluded, the new order has the same coverage as formerly, applying to all male workers employed in or about a metallurgical works, mine or quarry. The only exceptions are men employed in coal-stripping operations or in a mine subject to the Coal Mines Regulation Act, employees covered by another minimum wage order, and persons employed in a supervisory, managerial or confidential capacity who are exempted from the Hours of Work Act.

The new $1.50-an-hour rate applies to all male employees in the mining industry, except an apprentice or a handicapped or part-time worker for whose employment a special permit has been issued by the Board of Industrial Relations. Such an employee must be paid the rate specified in the permit.

As indicated above, the overtime requirement has been brought into line with the standard set in the majority of orders issued within the last year or so. One and one-half the regular rate is payable after 8 hours in a day and after 40 in a week (previously 44). If, by agreement hours are averaged over a fixed period, this premium rate must be paid for all hours in excess of a weekly average of 40 hours.

The provision permitting employees engaged in development work to work up to 191 hours in a month at straight-time rates has been dropped.

An exception is again permitted, however, in any case where an employee is kept underground after the expiration of the regular shift due to causes over which he has no control. The order states that such time be paid for at straight-time rates but will not be considered as hours worked if the cause is beyond the control of the employer.

The daily guarantee provision is similar to that in most other British Columbia minimum wage orders. An employee must be paid at least two hours pay at the regular rate if he reports for work in response to a call from the employer, and four hours pay if he actually commences work, subject to the usual qualifications. A student reporting for work on a school day must receive at least two hours pay.

Subject to the exceptions provided in the Hours of Work Act, hours in the mining industry are again limited to 44 in the week. There is no provision for a weekly rest.

In addition, the order contains the usual provisions respecting semi-monthly pay, the posting of orders and schedules of shifts and periods free from duty, and the keeping of records.

Fresh Fruit and Vegetable Industry

Employees in the fresh fruit and vegetable industry were granted a full-time exemption from the Hours of Work Act by B.C. Reg. 135/64, gazetted July 23. Previously, the Board of Industrial Relations granted exemptions only for the summer season.

Although hours are no longer fixed, the overtime provisions set out in the 1962 minimum wage order for the fresh fruit and vegetable industry will continue to apply until July 2, 1965, when a new minimum wage order goes into force.

The 1962 provisions state that, during the period June 1 to November 30 each year, employees must be paid time and one-half their regular rate for the first two hours worked in excess of nine in the day, and double time for any additional hours. During this period also, they must be paid time and one-half for all hours in excess of 54 in a week, where hours do not exceed nine in any one day. During the period December 1 to May 31, employees are entitled to time and one-half for all hours in excess of 8 in the day and 44 in the week.

As indicated above, after July 2, 1965, employees will be governed by the new minimum wage order for the industry, B.C. Reg. 178/64, gazetted on September 17. This order sets the same minimum rate as the 1962 order, $1 an hour, but imposes a different overtime standard. It will require employers to pay time and one-half the regular rate for all hours worked in excess of 8 in the day and 48 in the week, regardless of the season.

New Brunswick Trade Schools Act

New regulations under the New Brunswick Trade Schools Act gazetted on September 16 set out minimum educational requirements for persons entering certain commercial courses.

An applicant wishing to enter the key-punch operators' course must have successfully completed Grade 10 and must have attained a speed of 40 words per minute in typing. In addition, he must pass the standardized punch operators' test with a minimum score of 110.

To qualify for the machine operators' course, a candidate must have a Grade 12 education and pass the standardized machine operators' test with a minimum score of 30.

To be admitted to the programming course, an applicant must have a university degree and pass the standardized programmers' aptitude test with a mark of at least 50.

An instructor in any of the three courses referred to above may not have more than 25 pupils under instruction in any one class. The maximum for other commercial courses is 35 pupils.

Ontario Industrial Safety Act, 1964

New general regulations issued in Ontario under the Industrial Safety Act, 1964 (see page 960) introduce the first major changes in many years in safety and health regulations governing industrial work, giving particular emphasis to requirements concerning dangerous places, dangerous materials, substances dangerous to health, machinery—including the first specific provisions in Canada designed to prevent occupational deafness caused by industrial noise—and personal protective equipment.

Gazetted on August 15 as O. Reg. 196/64, the new regulations came into force July 31, implementing, where practicable, the recommendations of the Report of the Royal Commission on Industrial Safety (L.G. 1961, p. 1238). They revoke R.R.O. 1960, Regulation 134, O. Reg. 6/62 and 72/62.

At the same time, the regulations governing foundries were re-issued with only minor changes, as O. Reg. 197/64, revoking O. Reg. 332/63 (L.G., Feb., p. 142).

The new general regulations place upon the employer, owner or other persons, more specifically than previously, responsibility for ensuring that particular provisions are observed. They apply to all establishments under the Act (that is, factories shops, offices and office buildings), except that some provisions are limited to one or more of these categories.

Dangerous Places

Most of the provisions relating to dangerous places are new; of those previously in effect that have been retained, nearly all have been revised.

The employer must ensure that every dangerous opening, place or thing is securely fenced or guarded, that every floor, roof or other part of a building or structure will support any load to which it may be subjected, that it is safely loaded, and that the maximum safe load of any floor or roof is conspicuously marked when an inspector so directs.

Provisions respecting confined spaces are now much stricter. New requirements specify that only a competent person designated by the employer is permitted to test a confined space. His name must be recorded on the premises and be readily available to an inspector. He must record each test.

The onus is now specifically placed on the employer to ensure that any tank, vat, chamber, pit, pipe, flue or other confined space that may be entered has a suitable man-hole or other means of egress and is safe for entry.

The employer must not permit the entry of any person without breathing equipment to such a confined space if there are gases, vapours, mists, fumes, dusts, temperatures, or a deficiency of oxygen that may endanger his safety, unless these atmospheric hazards have been removed, the entry of additional quantities is prevented, the confined space has been tested and is safe, and adequate ventilation is provided.

If any of the foregoing confined spaces has been tested and is unsafe for entry, or may become unsafe, the employer must ensure that no person enters or remains in it unless he is using suitable breathing apparatus, safety harness, and whatever other equipment is necessary for safety.

Attached to the harness there must be a rope, held by a person equipped with an alarm, who, keeping watch outside the confined space, must be capable of pulling out the other person. A person trained in first aid must also be available. The safety harness, rope and other equipment must be periodically inspected by the employer and maintained in good condition.

If a confined space is tested and found safe for a specified time, but may become unsafe, the employer must ensure that any person who enters it without breathing apparatus leaves at the end of that time, and does not re-enter or remain, unless the requirements for entry into unsafe, confined spaces are observed.

The employer must ensure that no person enters or remains in any confined space that contains a dangerous liquid or solid or is at a dangerous temperature, unless he is using suitable safety equipment.

Silos, Bins and Hoppers

For the first time, specific provisions respecting silos, bins, hoppers and other similar structures or containers have been introduced. These requirements forbid any employer to use such a container for containing or storing dry bulk material, or to employ any person to work in connection with it, unless the material can be safely removed from it.

If this type of container is constructed to discharge dry bulk material from the bottom, no employer may use it or employ a person to work in connection with it, unless the top has a solid cover, metal grating or bars, gangway, or is encircled or encompassed at its perimeter by a platform with a railing satisfactory to an inspector.

It is further provided that no employer may allow any person to enter or remain in such a container for bulk material, nor may any person do so, unless it is necessary, the supply of material is stopped, and proper precautions taken to prevent further supply. In addition, the person must wear a safety harness or similar equipment attached to a rope, one end of which is fastened to a fixed object outside the container. At least one other person with a suitable alarm must keep watch nearby to give assistance.

Another provision requires every employer to ensure that no person works, and forbids any person to do so, on or near bulk material that is piled dangerously.

The employer must cover or fence, to a height of 3½ feet above the highest floor or other level from which a person might fall into it, any tank, vat or other liquid container whose top edge is less than that height above the floor or level concerned.

If in the opinion of an inspector, such a cover or fence is not practicable, the employer must ensure that approved alternative measures are taken to prevent any person falling into the container. Where an alternative measure is used, the employer must ensure that any stair or gangway above, across or inside the container is at least 22 inches wide, has an upper rail and either an intermediate rail and toe board or equivalent protection on both sides at least 3½ feet high, and is securely fixed.

Dangerous Materials

Most of the provisions relating to gases, liquids, vapours, dusts and other dangerous materials are completely new; others have been revised.

Flammable mixtures may be produced in the form of dust or other minute particles as a result of certain grinding, polishing, screening or other processes, or in the form of gas, vapour or mist due to the mixing, handling, dispensing or storage of certain materials.

In order to ensure that these operations are conducted safely, the employer is required to take all practicable steps to enclose processing equipment, to prevent or remove any accumulation of dust, vapour, gas or mist that may escape from the enclosure, to exclude or enclose potential sources of ignition, and to restrict the spread and effects of any burning or explosion by providing vents, baffles and chokes satisfactory to an inspector. When an inspector so directs, the employer must create and maintain an inert atmosphere in contact with the flammable mixture.

Provisions applicable to gas, liquid, vapour or dust under pressure forbid any person to open the container, and require every employer to ensure that the container is not opened unless the following precautions are observed. Before any fastening of the container is loosened, the flow into or out of it must be stopped, and the pressure reduced to atmospheric pressure. If a fastening has been loosened or removed, the employer and other persons involved must ensure that no gas, vapour, liquid or dust enters the container until the fastening has been replaced.

In order to avoid the hazards presented in the alteration or repair of containers used for explosive or flammable substances, the employer must ensure that such work is not done by any method involving an open flame or other potential source of ignition, unless the dangerous substance and any fume, gas, vapour or dust from it is removed or rendered non-explosive or non-inflammable. Similar precautions must be taken by persons doing such work. After the work is done, the employer and employee must ensure that the container has cooled sufficiently to prevent ignition before any explosive or inflammable substance is permitted to enter it.

Subject to the Energy Act and the Gasoline Handling Act, the employer is required to take specified precautions with respect to dangerous, flammable or explosive materials in a solid, liquid or gaseous state that are kept, stored or handled. Such material must be in a suitable container, safely apart or insulated from potential sources of ignition or temperatures likely to cause combustion. If the material is not needed for immediate manufacture, use or sale, it must be kept, stored or handled outside any building, in a building for this purpose only, or in a fire-resistive compartment satisfactory to an inspector.

Ventilation and Dust Control

The new provisions emphasize the employer's responsibility for ensuring the implementation of all requirements relating to ventilation and dust control. In general, he must provide for an exchange of air in an industrial establishment that is sufficient to keep the air pure and to render all gases, vapours, dusts or other impurities harmless.

If a process produces a gas, vapour, dust or other impurity that is likely to be inhaled to an injurious extent, the employer must provide and use mechanical means, satisfactory to an inspector, that will prevent such inhalation, carry off the gases, vapours or dusts, and prevent the re-entry of impure air.

He must ensure that air exhausted from any process using silica, benzol, lead, asbestos, beryllium or other toxic or hazardous material is discharged outdoors and does not re-enter the establishment.

Any place where dust may accumulate must be regularly cleaned by vacuum, wet sweeping, wet shovelling or other method that reduces the dissemination of dust.

The employer must ensure that ventilation and other systems used for controlling the dissemination of gases, vapours, dust or other impurities operate in a manner satisfactory to an inspector, and that dust collectors are not located inside a building without an inspector's permission.

He must see that abrasive blasting and similar operations inside a building are conducted in a blasting enclosure that prevents dust from entering other areas, and that the ventilation system for the enclosure is in operation while the enclosure is occupied or in use.

If abrasive blasting or similar work may expose any person to abrasive material or dust containing free silica, the employer must ensure that the following precautions are taken: where the work is done inside a container or blasting enclosure, the exchange of air must be sufficient to remove the dust rapidly; every person involved in the work must be provided for his own use, and must wear, a type of helmet satisfactory to an inspector; the helmet must be supplied with a sufficient volume of clean air, at a temperature satisfactory to an inspector, to prevent dust entering from the surrounding air.

If an inspector considers that additional measures are necessary to prevent the production or dissemination of dust, the employer must take them.

Where abrasive blasting or other similar operations produce dust that does not contain free silica, the work must be done in a manner approved by an inspector.

In any case where an inspector considers that the means of dust control prescribed by these regulations is impracticable, he may require the employer to provide an employee exposed to dust with respiratory equipment satisfactory to the inspector.

Substances Dangerous to the Health

New provisions require the identification of substances dangerous to health and posting of relevant safety precautions, physical examination of certain workers, and reporting of industrial diseases.

If any person in an industrial establishment is exposed to a substance dangerous to his health, the employer must, when requested by the chief inspector, on advice of the director of the Industrial Health Branch, Department of Health, post a notice stating the dangers and precautions necessary.

Manufacturers, distributors or other persons offering for use in an industrial process any substance containing an ingredient dangerous to any employee must report its percentage when requested by the chief inspector or the director of the Industrial Hygiene Branch.

Likewise, any person who manufactures, distributes or purchases for industrial use any substance containing benzol, carbon tetrachloride, lead (excluding lead compounds used as dryers in paints) or other ingredient considered by the director of the Industrial Hygiene Branch to be dangerous to health must label clearly each package or container, indicating the presence of such ingredients.

The chief inspector, on the advice of the director of the Industrial Hygiene Branch, may require, at the employer's expense, periodic physical examinations, including an X-ray examination and a blood test or other test, of any employee where a process is likely to endanger his safety. The physician must make an immediate report on the examination to the director.

Every physician is now required to report immediately to the director of the Industrial Hygiene Branch any case or suspected case of industrial disease coming to his attention.

Machinery

Provisions relating to the operation of machinery cover a number of new matters, notably industrial noise, lifting devices clearances between machinery, projections on revolving parts, and prevention of accidental starting of machinery. Several other provisions are revisions of previous requirements. The employer is responsible for compliance with all such provisions.

Industrial Noise

For the first time in Canada, these regulations introduce a provision designed to prevent occupational deafness caused by industrial noise, a problem that is of increasing importance, and one that is receiving greater attention in various countries.

Every employer must now ensure that whatever steps are considered practicable by an inspector are taken to reduce or eliminate noise from machinery or other devices, in order to prevent injury to the hearing of any person in an industrial establishment.

90166—6

Lifting Devices

The employer must ensure the safe operation of lifting devices, defined as any device used to raise or lower any material or object, including its rails and other supports. Excluded are devices to which the Elevators and Lifts Act or the Construction Hoists Act, 1960-61 applies.

The safe working load must be marked on every lifting device, and the load must not exceed this maximum, except for test purposes or when certified to be safe by a person satisfactory to an inspector.

No cable, chain, rope or other specified part of a lifting device may be used unless its construction, material, and strength are adequate.

It is forbidden to use a newly-installed lifting device until tested and examined by a competent person. Provision is made for a thorough examination of lifting devices at least annually.

The operator of a travelling crane must be warned of the presence of any person on or near its wheel track, and the crane or any part of it must not come closer than 10 feet to the place, nor may the crane be moved while any person is in or under its path, until he is warned of the proposed movement.

Clearance

Clearances between the moving part of a machine and anything else must be adequate for safety. Dangerous machinery must be fenced or guarded. Projections on revolving parts of machinery must be recessed, encased, or otherwise safely guarded.

No person may clean, oil, adjust, repair or do maintenance work on machinery in motion, unless it is impracticable to do so when it is stopped, nor may he work between machinery or objects whose movement may endanger his safety.

Accidental Starting

Both the employer and the worker are obligated to ensure that no work is done on a machine where accidental starting may be dangerous, unless precautions are taken to prevent it, including locking-out of control switches or other control mechanisms, and posting of warning signs satisfactory to an inspector.

The employer must ensure that no person works unsupervised at a machine unless he has had adequate training and supervision, and is capable of operating it safely.

Personal Protective Devices and Clothing

The employer is required to ensure that no person under his control is in any place or works where he is likely to be exposed to head, eye or foot injuries, or injury from gases or certain other causes, unless he is wearing specified protective clothing or equipment.

Moreover, the employer is responsible for notifying such persons of these requirements and seeing that they have adequate instruction in the use of the protective clothing or equipment concerned, and the person must use or wear it.

With respect to head injuries, persons exposed to such hazards are required to wear a safety hat.

Persons exposed to eye injury from flying particles, hazards substances, sharp objects, or harmful light or other rays must be protected by a screen, clear or coloured eye shields or other suitable devices.

Protective footwear or other protective devices must be worn by persons likely to be exposed to foot injury from sharp, falling or crushing objects, from hot, corrosive or poisonous substances or by wet locations.

A person likely to be exposed to injury from dangerous gases, vapours, mists, fumes, dust or a deficiency of oxygen must wear suitable breathing apparatus.

Where a person is exposed to other than the foregoing injuries he is required to wear or use appropriate protective clothing to protect him.

It is forbidden to wear rings or loose or dangling clothing or jewellery near any rotating shaft, spindle, gear, belt or other source of entanglement, and, in the case of a female, hair that is not kept close to the head by suitable headgear. Unless permitted by an inspector, the wearing of open-toed or high heeled shoes in a factory is prohibited.

Where, in the opinion of an inspector, the foregoing protective devices and clothing will not prevent personal injury by a harmful substance, the employer must provide safety showers, eye wash fountains or other emergency equipment as directed by an inspector.

Exits

Most provisions relating to exits are similar to those previously in effect. New requirements are designed to ensure the effective functioning of means of egress in the event of fire.

The owner is required to provide and maintain suitable means of egress from all rooms likely to be occupied by any person, including fire-resistive tower stairs satisfactory to an inspector. Exterior fire escapes may be permitted by an inspector. Except for grain elevators and buildings erected on or before July 1, 1952, no outside fire escape may extend above the third floor. Drawings and

specifications of fire escapes or tower stairs must meet specified requirements.

The owner or employer in charge of an industrial establishment must provide and maintain whatever equipment and facilities for fire protection, prevention and extinguishment an inspector directs.

It is forbidden to lock, bolt or bar any door forming part of a means of access to or egress from an industrial establishment, and every person having authority in this respect must ensure that this provision is observed. Excepted are special locking mechanisms that prevent entry, but may be readily opened from the inside. Every owner or employer must ensure that no means of egress or door to a fire escape, tower, stair or other smoke-proof enclosure is obstructed.

Employer-Provided Facilities

Most of the employer's responsibilities for the provision of facilities for the health and comfort of employees are similar to those contained in the former Act, including matters such as cleanliness, lighting, sanitary facilities, temperature, space per person, drainage, drinking water, clothing accommodation, special showers, and restrooms for females. As before, he must prohibit eating where there are dangerous substances, fumes, dust or gases.

New provisions require the employer to keep all walking surfaces safe and not to use a slippery finish on them.

An eating room must now be provided by the employer in any establishment with 35 or more persons, or where an inspector directs, a provision that previously applied only to females. Where 35 or more females are employed, or if an inspector directs, a female supervisor must be provided, but she is now specifically permitted to perform other duties that do not prevent her from attending to her welfare functions.

Seats must now be provided for all persons whose work can be done while sitting, a requirement that formerly applied to females only.

The employer in a factory or shop must provide dressing rooms, shower rooms, and drying facilities for work clothes, as directed by an inspector. Where there are individual showers but no satisfactory dressing room, the employer must provide dressing cubicles as specified.

If a person's work requires that he take a shower at the end of every shift, the shower room must be located between the room provided for work clothes and the room for street clothes.

Owner-Provided Facilities

Most of the provisions governing the owner's responsibilities for employee facilities are completely new and others are extensive revisions of previous requirements.

The owner of a building used as an industrial establishment must keep it properly lighted, heated, ventilated, clean and sanitary. He must also ensure that drainage and plumbing systems are working properly, that walking surfaces are not slippery, and that a supply of pure drinking water is available for each occupier.

The owner must provide conveniently accessible washrooms and toilet rooms for each sex, with identifying signs. These rooms must have a minimum height of 8 feet, have walls extending to the ceiling and constructed of material impervious to liquid to a height of at least 4 feet, have an opaque window or skylight, smooth floors of non-absorbent, easily cleaned material, and the prescribed mechanical exhaust system or window space.

Where fewer than six persons are employed, the owner may provide a room with a wash basin, flush toilet, and a door that can be locked on the inside. If an inspector so directs, the owner must provide washrooms and toilet rooms for employees separate from such accommodation for the general public.

Set out in tabular form are requirements respecting the number of toilets and washbasins that must be provided, according to the number of male and female employees. Provision is made for the substitution of a proportion of urinals instead of toilets, and for washfountains in lieu of washbasins.

Washfountains and washbasins must be supplied with hot and cold water from a source satisfactory to an inspector. Water for washing purposes must not exceed 140° Fahrenheit, and must not be directly mixed with steam.

An industrial establishment in operation before July 31, 1964 may, with an inspector's permission, continue to use existing sanitary facilities that do not comply with these regulations.

Employment of Children

Employment of a child of 14 is now limited to a shop, office or office building, and must not be likely to endanger his safety. As previously, a certificate is required to permit his employment during school hours.

90166—6½

Reporting

There is little change in reporting requirements. Where a fire, accident or industrial disease in an industrial establishment results in a personal injury that prevents an employee for more than two days—formerly three days—from earning full wages, the employer must send to the chief inspector, immediately upon the termination of the two-day period, a notice giving specified particulars.

The employer must notify an inspector immediately by telephone, telegraph or other direct means, of the death or critical injury of a person in or about an industrial establishment. In addition, he must send to the chief inspector, within 48 hours after the occurrence, a written report giving specified particulars. Until an inspector gives permission to do so, no person may alter the scene of such an accident, except to save life or relieve human suffering.

The employer must send to the chief inspector, within 24 hours of its occurrence, a written report of any explosion in an industrial establishment. Excluded are a controlled explosion or an explosion of a container being filled in a suitable protective enclosure, provided that the safety of no person is endangered or any structure damaged.

Other Matters

An important new provision, intended to eliminate injuries due to strain, forbids an employer to require a person to lift, carry or move a heavy weight in a manner that may endanger his own safety or that of others. Horse-play is prohibited.

The employer must not allow any person who is intoxicated or whose faculties are impaired by a drug to enter or remain in a factory.

The employer must not permit any person affected with a communicable disease to work in an industrial establishment, nor may any such person work in one, except in compliance with the Public Health Act. The employer is also required to ensure that a factory or shop is not used for sleeping, unless the chief inspector approves.

No person in an industrial establishment may misuse, or unless it is necessary to do so, remove or interfere with safety equipment or devices.

The Canadian education system must work to turn out graduates who are "not only better educated and more highly skilled, but . . . both flexible and adaptable," A. A. Cumming, president of the Canadian Manufacturers' Association, said in an address at the annual meeting last month of the Quebec Association of Protestant School Boards.

The worker of the future will be obliged, as a result of technological advances, to develop new skills during his career. "It follows from this that the inevitable trend is to a broader occupational training, one that will facilitate replacement of obsolescent skills by the development of new ones," he told his audience.

Explaining industry's "vital stake" in better education, Mr. Cumming stated, "Substantial growth in our gross national product, . . . increased productivity, and a greater application of scientific and basic research by Canadians to Canadian industry are contingent on a higher average level of education with larger enrolments in our secondary schools and institutions of higher education."

Monthly Report on Operation of the Unemployment Insurance Act

Total on August 31 of claimants for unemployment insurance was down 23,000 from month earlier and 10,000 from total at end of August 1963. New claims filed also decline in month

Claimants for unemployment insurance benefit totalled 182,000 on August 31, compared with 205,300 on July 31 and 192,500 on August 30, 1963. Males accounted for 70 per cent of the month's decline and for all of the decline over the year.

The insured population at the end of July numbered an estimated 4,358,000, of whom an estimated 4,152,700 were employed. This latter was an increase of almost 300,000 over the number in July 1963, compared with an increase of 260,000 in the paid worker segment of the non-agricultural labour force over the same period. The difference is an indication that the current expansion is taking place mainly in those sectors of the economy covered by the Unemployment Insurance Act.

Initial and Renewal Claims

A total of 79,000 initial and renewal claims were filed during August, compared with 108,900 in July and 86,200 in August 1963.

More than 90 per cent of these claims represented new cases of unemployment; the balance came from persons seeking re-establishment of credits after terminating benefit.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in August was 139,400, compared with 135,200 in July and 141,900 for August 1963.

Benefit payments totalled $13,200,000 in August, compared with $14,100,000 in July and $14,000,000 in August 1963.

The average weekly payment was $23.66 for August, $23.67 for July, and $23.50 for August 1963.

Insurance Registrations

On August 31, insurance books or contribution cards had been issued to 4,602,874 employees who had made contributions to the Unemployment Insurance Fund since April 1.

On the same date, registered employers numbered 339,348, an increase of 666 since July 31.

Enforcement Statistics

During August, 9,807 investigations were conducted by enforcement officers across Canada. Of these, 7,405 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 403 were miscellaneous investigations. The remaining 1,999 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions began in 155 cases, 63 against employers and 92 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 564.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in August totalled $31,466,408.64, compared with $30,367,926.63 in July and $29,579,502.02 in August 1963.

Benefits paid in August totalled $13,198,560.14, compared with $14,085,931.99 in July and $14,077,036.69 in August 1963.

The balance of the Fund on August 31 was $18,826,357.90. On July 31 there was a balance of $558,509.40; on August 31, 1963, a balance of $7,100,864.83.

*These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants." A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2383, July 10, 1964

Summary of the Main Facts: The claimant filed an initial application for unemployment insurance benefit on October 28, 1963. He had worked as a radial drill press operator at a wage of $2.26 an hour from December 1962 to October 25, 1963. He stated that he had been laid off temporarily and expected to be recalled in approximately one month's time. The employer reported that the claimant had been laid off because of a shortage of work but he did not comment on any possible recall. The claim was allowed, effective October 27, 1963.

In a statutory declaration to the Commission dated January 7, 1964, the claimant said:

> . . . I was sent by your office to several different places but I haven't been hired. I have had several years experience as a radial drill press operator but I would take work at my trade with another company until I am called back to [former employer].
>
> And I make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath, and by virtue of the Canada Evidence Act.

After a spot check investigation on January 7, 1964, an officer of the Commission reported: "This man has worked intermittently for nine years with —— Manufacturing Company. He does not wish to sever his connection with this company as he is paying into a pension plan."

On January 20, the employment officer of the local office made the following statement:

> This man is a fully experienced radial drill operator, reading and setting up work from blueprints. Also has some experience on milling machine but is limited in this.
>
> Also has experience in electro-plating, in which he operated his own business for approximately 15 years, just a one-man operation. In regards to finding work in this occupation, it would be a wage problem, as he would have to start as a labourer or helper and wages would be approximately $1.50 to $1.75 an hour.
>
> Applicant has been referred to employers as a machine operator, radial or milling machine, but there is still the problem of returning to former employer when he is recalled, and has been rejected for this.
>
> As for being available for temporary work and asking approximately $2.25 per hour, this is very remote.
>
> Definitely not suitable for casual work as a labourer in the $1.25 to $1.50 per hour class.

On January 21, the insurance officer requested information as to whether the claimant was willing to accept the prevailing rates in other suitable occupations. The employment officer reported that the claimant "states he will accept prevailing rates for other machine shop jobs available in the district."

The insurance officer disqualified the claimant and suspended benefit from January 12, 1964, for having failed to prove that he was available for work, as required by section 54(2)(a) of the Act, inasmuch as he was restricting himself to temporary work and would take permanent work only with his former employer. The insurance officer notified the claimant of the disqualification on January 27.

On February 4, the claimant appealed to a board of referees, and stated: . . . I am appealing because I have not been restricting myself to temporary work and have at no time refused employment since this claim was instituted. . . ."

A board of referees heard the case on February 27. The Board, by a majority decision, maintained the decision of the insurance officer and disallowed the claimant's appeal. The decision reads:

> . . . He applied for employment on a referral by the Commission but on being questioned he informed prospective employer that due to seniority, pension, etc., he would return to his original employment when recalled. In spite of this, he secured employment on his own on February 10, 1964, but left one week later on recall to [former employer].

The dissenting member of the board of referees stated:

> The claimant . . . stated that he had subsequently found employment with another firm, and I find this is evidence of availability, and he should not be required to say he is available for permanent employment if he intends to accept a recall to former employment, and thereby perjure himself or be disqualified.

On April 2, the union appealed to the Umpire and requested an oral hearing.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

> 1. When the claimant was laid off work . . . on 25 October 1963, he expected to be recalled to work in approximately one month's time. His expectations did not materialize.
>
> 2. The claimant was referred to a number of positions but was not placed. There is no evidence to show what the employers reported at the time regarding the reasons the claimant was not hired. Therefore, it would seem that the reasons for non-acceptance were plausible.

With his years of employment with [former employer], it is natural that the claimant would want to protect his seniority with this employer.

3. However, the insurance officer interpreted the report of the employment officer as meaning that the claimant was apparently "selling himself short" (CUBs 831 [L.G. 1952, p. 1374], 992), which had added significance in view of the length of time the claimant had been unemployed.

4. The established jurisprudence is to the effect that a claimant who has a definite engagement to start work at some future date is not held to be not available for work if he is ready and willing to accept short engagements in the meantime (CUBs 1943, 1958). Although the claimant did not have a definite date to return to work, nevertheless he was subsequently recalled to work by his regular employer and the jurisprudence given in CUBs 1943 and 1958 [L.G. 1962, p. 968] might have application in the present case. On the other hand, where a claimant does not intend to work elsewhere during a period of layoff, availability for work is not proven (CUBs 2054, 2160, 2165 [L.G., Aug. 1963, p. 729]). The onus is on the claimant to prove that he is available for work (section 54(2)(a) of the Act).

5. The situation is not too clear and the point at issue appears to be really one of credibility. The claimant was present, with his representative, at the hearing before the board of referees and the majority members of the board were not convinced that the claimant had proved that he was available for work.

The oral hearing before the Umpire was held in Ottawa on June 26.

Considerations and Conclusions: I think this is a borderline case and that, in view of the claimant's particular circumstances, he should be given the benefit of the doubt.

As the Chief of the Adjudication Division of the Commission said in his statement of observations, "with his years of employment with [former employer], it is natural that the claimant would want to protect his seniority with that employer," and when, as in this case, the record shows that a claimant is prepared to accept temporary work until he will be recalled by his regular employer, the only question at issue is what might constitute a reasonable period of time before a disqualification can be imposed.

In view of the claimant's nine years of service, I feel that the disqualification that was imposed on the claimant under section 54(2)(a) of the Act was premature.

I consequently decide to allow the union's appeal.

Decision CUB 2390, July 24, 1964

Summary of the Main Facts: The claimant filed a renewal application for benefit on December 9, 1963. He stated in the application that he had worked as a brewer at a wage of $2.50 an hour from November 18, 1963 to December 6, 1963, and that he became separated from this employment for the following reason: "Laid off temporarily. Shortage of work. Date of recall uncertain. Capable and available for full-time work."

In regard to the item in the application, "Moneys received or to be received following termination," the claimant showed the sum of $140 as holiday pay.

In the confirmation of separation (form UIC 479) dated December 10, 1963, the employer reported that the claimant was laid off because of lack of work.

On January 8, 1964, the employer wrote to the local office as follows:

One of our employees advises the writer that for the week commencing December 29, 1963 he did not receive any U.I.C. benefits whatsoever. During this week this employee received a total of $20.64 covering January 1; this being a statutory holiday. Since his allowable earnings would be $15.00, his excess earnings should be $6.00. However, on the 489B Form his excess earnings are shown as $46.00. This, he claims, is a carry-over of the two statutory holidays in the preceding week; namely Christmas and Boxing Day. During Christmas week this employee was on vacation, and as such was paid a total of $140 for that week.

It is difficult to understand how this $40 could be construed as earnings for the week commencing December 29.

Our Mr. A— contacted your Mr. M—, who advised us that according to the U.I.C. Act this was the procedure to be followed. However, a ruling from you clarifying this particular situation would be appreciated . . .

The local office replied to the employer on January 9, 1964.

. . . Determination and allocation of earnings in this case, and other employees of yours in the same category, has been made as follows:

Pay for Christmas and Boxing Day are properly allocated to the week in which they occur. The week's holiday pay he received, in addition, is allocated so as to ensure that his earnings in the weeks involved, except the last, are equal to his weekly normal earnings. Thus anything he received in excess of his normal weekly pay is allocated to the following week.

Similarly, if any employees took their holiday week commencing 29 December 1963 and who will also receive pay for New Year's, as the pay received will exceed the normal weekly earnings, any excess will be allocated to the week following . . .

The claimant appealed to a board of referees on January 11 and said:

I notified the U.I.C. that during the week of December 22, 1963 I received $140 for the week, which included my vacation pay for that week and pay for two holidays which occurred in that weeek. I have been notified by the U.I.C. that the payment received for the two statutory holidays in that week must be construed as coverage for the week commencing December 29, 1963 . . .

The insurance officer notified the claimant in a letter dated January 15 that he was disqualified and that benefit was suspended for the week December 22 to

December 28, 1963, inclusive, for the reasons that he was in receipt of his normal remuneration for a full working week while his contract of service continued and had, therefore, not proved that he was unemployed, as required by sections 57(1) of the Act and 155(5) and 173(6) and (7) of the Regulations.

It was also stated in the letter that his pay for this week included pay for two statutory holidays (Christmas and Boxing Day) and vacation pay in the amount of three days' pay. On January 15 also, the insurance officer notified the claimant by letter that his earnings were determined to be $60.64 for the week commencing December 29, 1963, which included two days' vacation pay and $20.64 pay for one statutory holiday (New Year's)—Regulations 172 and 173 (6) (7).

In a further letter of appeal dated January 27, the claimant stated:

My reason for appeal is that the week commencing 22nd December 1963, I was scheduled for vacation and during this week, I received from [employer] my full vacation pay and also payment for the two statutory holidays (Christmas and Boxing Day) as called for in our collective agreement.

The U.I.C. credited me for this week as payment for 2 statutory holidays (Christmas and Boxing Day) and vacation pay in the amount of 3 days' pay, and carried over into the next week 2 days' vacation pay.

This decision of the U.I.C. excludes me from collecting under the Guaranteed Wage Plan for the week commencing the 29th of December 1963. . . .

The unanimous decision of the board of referees which heard the case on February 6, 1964, reads:

This claimant was separated from his employment on the 6th December 1963 by reason of seasonal layoff, and during this layoff period elected to take his additional one week's holidays to which he was entitled, commencing the week of the 22nd December 1963. For this he received a full week's pay of $100 plus his daily rate for Christmas and Boxing Day amounting to $40 in accordance with the union contract. In making his decision, the insurance officer referred to Regulations 173(6) and 173(7) of the Act, which in fact state that pay for a holiday or non-working day shall be allocated to that day or days, as the case may be, and further, that holiday pay, etc., shall be allocated to the number of consecutive weeks that will ensure that the claimant's earnings in each such week shall equal his normal weekly earnings.

The board is of the opinion that a normal week is in the intent of the Regulation a normal working week throughout the year exclusive of any statutory holidays. This is disputed by the claimant's union, which contends that the week in question is normal only if it includes pay for the two statutory holidays. But while this may be correct within the terms of the union contract with the company, it does not follow that such interpretation is within the meaning of the Act. . . .

FINDINGS

1. The board finds that the claimant has not proven that he was unemployed from the 22nd December 1963 to the 28th December 1963.

2. The board finds that the determination of earnings for the week commencing 29th December 1963 was properly made.

DECISION

The decision of the insurance officer is affirmed and the appeal disallowed.

The claimant's union appealed to the Umpire. The appeal reads:

. . . the claimant, prior to his lay-off and in accordance with the provision of the collective agreement, was scheduled to be on vacation the week of December 23rd (Monday) to December 27th (Friday), 1963.

The proviso of the collective agreement reads as follows:

Section 17—Vacation Benefits

17.05—As of May 1st in each year employees who have been continuously on the Company's seniority lists for a period of 10 years shall be entitled to one extra week of vacation with full pay, provided that such extra weeks' vacation are taken in the slack periods between September 15th and March 31st.

During the week in question, there were two statutory holidays celebrated, namely, Christmas and Boxing Day and this is covered in section 14.01.

14.01—Plant Holidays

14.01—The Company will observe the following plant holidays:

New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day.

If any of the said holidays should fall on a Sunday they will be observed on the following Monday.

14.03—in a calendar week in which one or more plant holidays is observed, the number of days in that week which may be worked at straight time shall be reduced by the number of such holidays.

If the claimant had worked this week, he would have had worked Monday, Tuesday and Friday of that week but would have received payment for 5 days, this would have been in accordance with section 14.03; if he had worked on Christmas Day (Wednesday) and Boxing Day (Thursday) he would have been paid straight time for Monday, Tuesday and Friday and double time for Wednesday and Thursday.

Section 14.05 is the governing clause in this case.

Section 14—Plant Holidays

14.05—When any of these holidays are observed during an employees' vacation he shall receive one day's pay for each of such holidays in addition to his regular vacation payment.

Therefore, the Company, in accordance with the collective agreement, shall, while he was on holidays that week, pay him for the two statutory holidays in addition to his vacation payment as set forth in the collective agreement.

The Court of Referees in their majority report refer to a normal week.

It must be remembered that when the Act was drafted, as is still the case, there are individual plants in Canada that still work a five and half days in a week. In their case a normal week would be five and a half days.

In the fermenting operation of the brewing department their work week is a continuous five-day week commencing on either Monday, Tuesday or Wednesday. In the bottling department, they work five continuous days Monday to Friday. In the maintenance department they work five continuous days commencing on Monday or Tuesday and in the retail store they work any five days in six from Monday to Saturday.

Therefore, under the Act, a normal week must be considered to be normal in the sense of how your work week is governed or scheduled. The word normal is defined in Webster's Dictionary as follows: "according to rule, serving as a standard or model".

The Collective Agreement should then be interpreted by using the dictionary meaning of "normal" as outlined above, that we have in this particular case a normal work week of 44 weeks in a calendar week, and abnormal work week of 8 weeks in which the statutory holidays occur.

The claimant only received what he was entitled to under the collective agreement and in essence it is not payment for days worked but a fringe benefit.

This is outlined in section 14.05, and can only be considered as a fringe benefit and cannot be considered as payment for a day's work.

The company has, in effect, by paying the claimant for Christmas and Boxing Day of that week in accordance with section 14 of the agreement (14.05), simply paid him for the week of vacation and his entitlement as a fringe benefit under the terms of the agreement, as noted above, and not as payment for the two days as worked.

To substantiate my position, I would refer you to section 173(7), which clearly states that pay for non-working days, i.e., statutory holiday pay, "shall be allocated to that day or days, as the case may be."

I respectfully suggest that section 173(6) in concert with 173(7) in essence state that the amount of money earned on Christmas Day and Boxing Day shall concurrently be applied. Therefore, the union claims that he was fully employed the week of December 23rd and that the insurance officer erred by crediting him with only three days' vacation of the week of December 23 plus the two days' payment for the statutory holiday and transferring the two remaining days of his vacation to the following week as stated in the insurance officer's decision as submitted to the board of referees. . . .

In addition to its appeal, the union requested an oral hearing before the Umpire, which was held in Toronto on June 18.

Considerations and Conclusions: The only question at issue in the present case is whether or not the insurance officer was right in allocating two days of the claimant's vacation pay to the week commencing December 29, 1963.

I think that, by using the general term "earnings," the provisions of subsection (6) of Regulation 173 make it sufficiently clear that it is the whole of a claimant's earnings, and not exclusively his "holiday pay," that shall be taken into account in determining the earnings to be allocated to the week or weeks contained wholly or partly in his holiday period. Thus, for a claimant who would work on the first two days of a one-week paid holiday, two days of his holiday pay would be allocated to the week following his holiday period.

In view of the foregoing, I consider that the insurance officer was right in allocating two days of the claimant's vacation pay to the week commencing December 29, 1963.

I consequently decide to confirm the unanimous decision of the board of referees and dismiss the union's appeal.

U.S. Finds Young Men Having Employment Problems

Serious unemployment among younger workers in the United States is revealed in the U.S. Labor Department's October statistics. For the first time, the department has included the unemployment rate for men 20 to 24 years old.

The rate for this group, the Department reported, was 9.1 per cent, nearly triple that for men 25 years and older. The seasonally adjusted rate for the whole labour force was 5.2 per cent.

Until recently, the Government's concern has been centred on the difficulties of teenagers, whose rate of unemployment last month was 14.4 per cent, and on those of older unskilled workers. But the new set of statistics shows that young men who are well beyond high school, and are presumably well started in their working careers, are also experiencing acute difficulty in keeping employed.

This 20 to 24 age group is the only important one whose unemployment rate is higher than it was a year ago. In October 1963, it was 8.5 per cent.

Monthly Report of Placement Operations of the National Employment Service

Total of placements in September was higher by 5.7 per cent than total in September last year and, with one exception, was largest number on record for the month in postwar period

Placements reported by local offices of the National Employment Service during September amounted to 133,300. This was an increase of 5.7 per cent from the same month last year, and, with the exception of September 1962, the largest number on record for this month in the postwar period.

The regional distribution of September placements, with the percentage change from September 1963, was:

Atlantic	10,700	+ 0.3
Quebec	35,100	— 0.9
Ontario	47,700	+ 9.0
Prairie	21,200	+ 1.4
Pacific	18,500	+21.2
CANADA	133,300*	+ 5.7

The increased number of placements reflected, in part, the additional working day in September this year and the late ripening of a number of crops. The latter was particularly marked in the Ontario and Pacific Regions, where there was an active demand for workers in the agricultural and food processing industries.

Although Quebec Region reported a reduction in placements—and was the only Region to do so—this was not necessarily an indication of decreased economic activity. The reduction took place in "transfers-out," the type of placement involving the movement of workers between local office areas. Actually, there was evidence of a shortage of qualified workers for forestry operations, as persons usually available for such work in September were still employed in agriculture and on continuing major construction projects.

All regions recorded year-to-year increases in placements for the nine months ended in September, for a national total of 906,600 compared with 866,700 in the corresponding period of 1963. This was the second highest total since 1945.

Placements by Sex

In September, male placements amounted to 90,200, or 3.2 per cent more than in September 1963. The increase was chiefly in regular placements (those in positions of more than six days' duration and not involving the transfer of workers between local office areas). The increase was chiefly concentrated in the Ontario and Pacific Regions.

Placements of female workers totalled 43,100 in September, or 11.3 per cent above the total in the same month last year. Although the increase was general, it was most pronounced in the Ontario and Pacific Regions, and was chiefly due to additional regular placements.

Transfers

Placements involving the movement of workers from one local office to another decreased from September of last year both in number and in their proportion of all placements. In all, 13,200 transfers were made compared with 14,900 a year ago and their proportion of all placements also dropped from 11.9 per cent to 9 9 per cent.

Approximately 75 per cent of all transfers in September were of men, and more than half of these were in the Quebec Region, in contrast to the movement of women workers, which was largest in the Ontario Region.

Vacancies

Employers notified NES local offices of 163,900 job vacancies during September. This increase of 10.5 per cent over the comparable period in 1963 was participated in by all Regions; regional increases ranged from 2.7 per cent for the Quebec Region to 26.8 per cent in the Pacific.

Requests for male workers totalled 108,700, up 9.2 per cent from September 1963; for female workers, 55,200, an increase of 13.1 per cent.

During the nine months ended September 30, a total of 1,156,600 vacancies were notified to the local offices. This was the second highest total for any comparable period since 1947 and represented an increase of 7.8 per cent over the total during the first nine months of 1963.

* Imbalances in totals are due to rounding.

Wage Schedules Prepared and Contracts Awarded in September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 242 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 203 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 238 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Contruction (1951) Ltd	1	$ 32,000.00
Defence Production	96	510,645.00
Post Office	6	140,510.00
Public Works	3	25,426.50
Royal Canadian Mounted Police	1	1,505.75
Transport	2	21,291.50

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in September

During September the sum of $1,355.71 was collected from five contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 52 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in September

DEPARTMENT OF AGRICULTURE

Winnipeg Man: Sucharov Electric Ltd, installation of supplementary greenhouse lighting, Research Station. *Melfort Sask:* Gordon H Brewster Construction Ltd, construction of sewage disposal system, Experimental Farm. *near Plato Sask:* Thompson Construction, construction of Fairview Project. *Beaverlodge Alta:* Midwest Electric Co Ltd, installation of refrigeration & ventilation equipment in growth rooms.

ATOMIC ENERGY OF CANADA LIMITED

Chalk River Ont: Irving-Harding Ltd, repairs to roofs of various bldgs; J G Fitzgerald & Sons Ltd, roof insulation, MP Accelerator Bldg.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Gander Nfld: Sidney G Burry & Sons Ltd, repairs to canopies at DOT 2/53 Project. *Granby Que:* Finest Painters & Decorators Ltd, painting & caulking of suites & public areas, Place St Francois. *Pierrefonds Que:* Leslie L Solty & Sons Ltd, site renovations & landscaping, Cloverdale Park Project. *Collingwood Ont:* Vroom Construction Ltd, construction of housing units, site works & landscaping (FP 1/63). *Elliot Lake Ont:* Paul Bozich, interior painting of suites, MIF Mississauge Apartment Project. *Ottawa Ont:* O'Leary's (1956) Ltd, asphalt paving & chain link fencing, Strathcona Heights Housing Project. *Sudbury Ont:* I Barriault, exterior painting of housing units, Mortgage Insurance Fund Project. *Timmins Ont:* Roy Construction & Supply Co Ltd, construction of housing units, site works & landscaping (FP 1/63). *Toronto Ont:* Cayer Tree Service, removal of trees, Warden Avenue Housing Project (FP 9/59).

In addition, this Corporation awarded 11 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Abitibi Indian Agency Que: Charest Construction Co Ltd, construction of water supply & sewage system, Amos IR. *Manitoulin Island Indian Agency Ont:* Albert Sheppard & Sons, reroofing of Kaboni IDS, Manitoulin IR. *Sioux Lookout Indian Agency Ont:* T Zelmer Construction Co Ltd, construction of school, etc, Kasabonika. *Norway House Indian Agency Man:* Gertz Construction Ltd, construction of school & teacher's residence, etc, Cross Lake IRS. *Fils Hills Qu'Appelle Indian Agency Sask:* Fort Plumbing & Heating, revisions to water supply system, Pasqua IDS; G Hahn Contracting Ltd, supply & installation of storm sash & screens, Qu'Appelle IRS. *Pelly Indian Agency Sask:* R B McLeod & Co Ltd, improvements to sewage disposal system, St Philip's IRS. *Shellbrook Indian Agency Sask: Wm Stoesz*, additions & alterations to teacher's residence, Big River IDS. *Edmonton Indian Agency Alta:* George Pollock, construction of road, Wabamun IR. *Hobbema Indian Agency Alta:* Allan L Johnston, gravelling of roads, Samson, Ermineskin, Montana & Louis Bull IRs. *Lesser Slave Lake Indian Agency Alta:* Peter Doyle, construction of house, etc, Sucker Creek IR. *Cowichan Indian Agency B C:* Homewood Roofing & Contracting Ltd, roofing & associated work, Kuper Island IRS. *Kootenay Indian Agency B C:* C Hanemayer Construction Ltd, renovations to basement floor bathroom, Kootenay

IRS. *Queen Charlotte Indian Agency B C:* Houle Electric Ltd, electrical wiring of houses, Masset IR No 1. *Williams Lake Indian Agency B C:* Ocean Park Plumbing & Heating Ltd, supply & installation of dishwashing machine & allied work, Cariboo IRS.

DEFENCE CONSTRUCTION (1951) LIMITED

Goose Bay (Labr) Nfld: Parker Bros (1960) Ltd, interior painting of bldgs, RCAF Station. *Cornwallis N S:* D J Lowe Ltd, renewal of asbestos shingles on Bldgs Nos 8, 10 & 36-3, HMCS *Cornwallis. Halifax N S:* Blunden Supplies Ltd, interior alterations to Bldg No 2, Gorsebrook; Conrad-Rawlingson Ltd, interior painting of bldgs, HMCS *Stadacona. Renous N B:* Forrest Construction Co Ltd, construction of concrete platforms & ramps, RCN Ammunition Depot. *Valcartier Que:* J O Lambert Inc, construction of laboratory bldg, CARDE. *Barriefield Ont:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, repairs to U/G steam distribution system. *Camp Borden Ont:* L T Bristow Plumbing & Heating Ltd, replacing steam & return lines, RCAF Station; Disher-Farrand Ltd, repair & sealcoating of roads; E S Fox Ltd, improvements to heating system in apartment bldgs. *Cobourg Ont:* Semple-Gooder & Co Ltd, reroofing of Administration Bldg. *Kingston Ont:* John Colford Contracting Co Ltd, gas conversion, including boilers in various bldgs; Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, supply & installation of 100 ampere service in PMQs, Fort Henry Heights. *Leitrim Ont:* P E Brule Co Ltd, construction of fire pumphouse & pond, Ottawa Wireless Station. *Oakville Ont:* Toronto Cleaning Tuckpointing Ltd, exterior refinishing of bldgs, Ortona Barracks. *Petawawa Ont:* Peter E Sylvestre & Sons Ltd, construction of high school extension, Camp; Marentette Bros Ltd, asphalt paving & seal coating, Camp. *Gimli Man:* Malach Roofing & Flooring Ltd, reroofing of bldgs, RCAF Station. *Portage la Prairie Man:* Hay Decorating Co Ltd, interior painting of PMQs. *Shilo Man:* Trion Sheet Metal Ltd, supply & installation of furnaces for PMQs, Camp; Halls Associates (Western) Ltd, reroofing of bldgs, Camp; The Winnipeg Supply & Fuel Co Ltd, supply & installation of boilers, Camp; W & G Ellwood & McRorie Builders Ltd, erection & finishing of parachute storage bldg, Camp. *Winnipeg Man:* Norlen Painting & Decorating Co Ltd, exterior painting of PMQs, Fort Osborne Barracks. *Moose Jaw Sask:* Asphalt Services Ltd, asphaltic apron replacement. *Calgary Alta:* Quigley Decorating Ltd, exterior painting of bldgs, Currie Barracks. *Chilliwack B C:* Scotland & Adamson Paving Ltd, reconstruction of roads & parking areas, Camp. *Esquimalt B C:* Burns & Dutton Construction (1962) Ltd, installation of crane rails, First Graving Dock, HMC Dockyard.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Summerside P E I: Curran & Briggs Ltd, replacing areas of concrete apron, RCAF Station. *Dartmouth N S:* Central Electric, replacement of lighting fixtures, Bldgs Nos 3 & 3A, RCN Armament Depot. *Greenwood N S:* Municipal Spraying & Contracting Ltd, repairs to asphalt surfaces, RCAF Station; G W Reid Well Drilling Co, inspection & repairs, Nos 2 & 6 deep wells, RCAF Station. *Halifax N S:* Dartmouth Asphalt Co Ltd, enlarging & paving of parking area, PMQs, Windsor Park; Webb Engineering Ltd, renewal of steam & return piping from Bldg No S-8 to Blgs Nos S-14 & S-3, HMCS *Stadacona. Shearwater N S:* Circle Electric Ltd, provision of power cables & transforming station for helicopter hold down, RCN Air Station; Twin City Steeplejacks & Building Maintenance Co, exterior painting of various bldgs, RCN Air Station. *Camp Gagetown N B:* Leonard Roofers & Metal Workers Ltd, reroofing & replacing of flashing on Bldg No A-10. *Moncton N B:* MacDonald Paving & Construction Ltd, repairs to paved streets, HMCS *Coverdale. Montreal Que:* Pierre L'Heureux & Cie (1963) Ltee, supply & installation of boilers, RCAF Bldg, 160 St Joseph Blvd East. *St Jean Que:* Raymond Lachapelle Ltee, repairs to roof, College Militaire Royal. *Angus Ont:* Bolton Power Line Ltd, replacement of power poles at No 13 "X" Detachment, RCAF. *Armstrong Ont:* Geo E Turner (Paving), road grading, etc, RCAF Station. *Barriefield Ont:* McGinnis & O'Connor Ltd, scarifying & repaving roads, Vimy Camp. *Camp Borden Ont:* Miller Paving Ltd, crack filling of runways 18-36 & 11-29, RCAF Station; Walker Painting & Decorating Co Ltd, exterior painting of temporary bldgs. *Clinton Ont:* Roy I Bean, interior painting of PMQs, RCAF Station. *Cobourg Ont:* Charles Jackson, exterior repairs, etc, Bldg No 13, No 26 COD. *Kingston Ont:* Ball Bros Ltd, repair & modification of windows & frames, Barriefield Camp; Kingston Steeplejack & Building Maintenance, roof repairs & metal flashings on MDPAs, Fort Henry Heights. *North Bay Ont:* Robert's Landscaping, sodding

at RCAF Station. *Oakville Ont:* Frank Ignagni, interior painting of PMQs, Surrey Park. *Ottawa Ont:* National Roofing & Waterproofing Ltd, reroofing of No 208 Workshop. *Pembroke Ont:* Markus & Son Ltd, repointing & repairs, Armoury. *Petawawa Ont:* John Kovacs, interior painting of PMQs, Camp. *Rockcliffe Ont:* National Roofing & Waterproofing Ltd, roof repairs, RCAF Station. *Timmins Ont:* E Minard Co Ltd, roofing repairs, Armoury. *Uplands Ont:* Capital Tile & Flooring Ltd, removing linoleum covering, etc, hangar No 10, RCAF Station. *Gimli Man:* Peter Boorberg Enterprises Ltd, excavation to clean drainage ditch, RCAF Station; Donco Enterprises Ltd, asphalt sealing of joints in concrete tarmac, RCAF Station. *Rivers Man:* Majestic of Canada Building Products, repairs to brick chimneys, etc, CJATC Camp; Zenith Paving Ltd, asphalt paving of parking lots, CJATC Camp. *Winnipeg Man:* E W Radeke Decorating, exterior painting of bldgs, Fort Osborne Barracks; Twin Cities Painting & Building Cleaning Co Ltd, exterior painting of various bldgs, Fort Osborne Barracks. *Lancaster Park Alta:* Melvin P Lick, interior repainting of PMQs, RCAF Station Namao. *Comox B C:* Secord Industrial Installations Ltd, repair & adjustment of main doors, hangar No 7, RCAF Station. *Esquimalt B C:* Farmer Construction Ltd, repairs in P & RT Bldg (Bldg No 88), HMCS *Naden.*

In addition, this Department awarded 83 contracts containing the General Fair Wages Clause.

NATIONAL CAPITAL COMMISSION

Ottawa Ont: Normand Farquharson, additions & alterations to NCC office bldg, 291 Carling Avenue.

NATIONAL HARBOURS BOARD

Vancouver B C: Northland Machinery Supply Co Ltd, supply & erection of grain dryer unit, Elevator No 1; Seaboard Sheet Metal Ltd, renewal of roofing, sheds Nos 1 & 2, Campbell Avenue Fishermen's Wharf; Vancouver Pile Driving & Contracting Co Ltd, construction of Centennial Pier extension.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Ile-aux-Noix Que: L M L Electrique Enrg, installation of submarine cable, Fort Lennox National Historic Park, St Paul. *Elk Island National Park Alta:* G C McLeod & Co Ltd, construction of water & sewer system for recreational & housing areas.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

POST OFFICE DEPARTMENT

This Department awarded 38 contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Chatham Ont: Keystone Contractors Ltd, construction of interceptor sewer from Irwin St at the sewage treatment plant to Merritt Ave & King St. *St Thomas Ont:* Clairson Construction Co Ltd, construction of sewage treatment plant extension & inlet sewer in Mill Creek Ravine. *Toronto Township Ont:* Dundas Construction Co Ltd, construction of sanitary collector sewer on easements from Cooksville trunk sewer at King St to the Dundas Highway; Warden Construction Co Ltd, construction of Dixie Road trunk sewer, Dundas Street to Bloor Street.

DEPARTMENT OF PUBLIC WORKS

Indian Burying Place Nfld: Gid Sacrey Ltd, breakwater repairs. *Pouch Cove Nfld:* Kevin Power, slipway repairs. *St John's Nfld:* Decor Ltd, interior alterations, etc, Bldg No 225, Fort Pepperrell. *Savage Cove Nfld:* Gid Sacrey Ltd, construction of community stage. *Baglole's Shore P E I:* Ralph Ford, construction of wharf. *Port Borden P E I:* Morrison & McRae Ltd, paving approach roads to ferry terminal. *Baddeck N S:* L G & M H Smith Ltd, wharf extension. *East Dover N S:* Naugle's Sand & Gravel Co Ltd, wharf repairs. *Livingstone's Cove N S:* Colin R MacDonald Ltd, repairs to approach. *North Ingonish N S:* B & M Comeau Construction Co Ltd, wharf reconstruction. *Port Maitland N S:* Shelburne Contracting Ltd, breakwater repairs. *Three Fathom Harbour N S:* Stanley Reid, construction of armour talus. *Batiscan Que:* Marautier Construction Inc, construction of protection works. *Cacouna Est Que:* Pierre Belzile, wharf improvements. *Cap de la Madeleine (Ste Marthe) Que:* Turnbull Construction Inc, construction of retaining wall. *Champlain Que:* Turnbull Construction Inc, construction of retaining

wall. *Chicoutimi North Que:* Georges Riverin & Fils Enr, construction of protection works (property of J T Simard). *Contrecoeur Que:* Les Entreprises Jean R Denoncourt Enrg, construction of retaining wall; Albert Gaudette & Fils, construction of protection work. *Etang des Caps (MI) Que:* Adrien Arseneau, fishing harbour repairs. *Gaspe (Sandy Beach) Que:* Elias Blouin, wharf repairs & improvements. *Grande Vallee Que:* Theodore Pelletier, wharf repairs. *Havre Aubert (MI) Que:* J W Delaney Ltd, repairs to fendering system. *La Guadaloupe Que:* La Guadaloupe Construction Enrg, construction of post office bldg. *Lauzon Que:* Euchariste Cote, construction of fire water line, Champlain Dry Dock. *Magpie Que:* Lang Construction Ltee, wharf reconstruction. *Matane Que:* Fernand McMullen, wharf repairs. *Montreal Que:* Nation-Wide Interior Maintenance Co Ltd, interior cleaning of Place d'Armes Post Office, 155 St James St West. *Quebec Que:* St Romuald Construction Ltd, screenline alterations, etc, Postal Station St Sauveur 68. *St Laurent Que:* Prieur Entreprises Inc, alterations to 1st floor of vault bldg, National Film Board. *St Michel de Bellechasse Que:* Raymond Boucher & Cyprien Lacroix, construction of protection works. *St Omer Que:* J P Boileau, wharf repairs. *Sherbrooke Que:* Royer & Fils Inc, alterations to heating system, federal bldg. *Thurso Que:* J P Richard, repairs to wharf. *Vercheres Que:* Leopold Pigeon, construction of tourist floats. *Burlington Channel Ont:* Canadian Dredge & Dock Co Ltd, reconstruction of easterly end of south pier. *Fort Erie Ont:* Gorham Bros Construction Ltd, painting of federal bldg. *Hamilton Ont:* Jonathan Francis Ltd, cleaning interior, National Revenue Bldg, 150 Main St; Ron Thompson Construction, repairs & repointing, Dominion Public Bldg. *London Ont:* Modern Building Cleaning Service, cleaning, Postal Terminal Bldg. *Ottawa Ont:* Beaver Construction Co, construction of storm sewer (Stage 1), CEF, Beaudoin Construction Ltd, alterations to No 3 Temporary Bldg. *Sandfield Ont:* Donald Eadie, wharf reconstruction. *Toronto Ont:* Ember Electric Ltd, alterations to lighting, 2nd floor, City Delivery Bldg & Postal Station "A"; Allied Building Services (1962) Ltd, interior cleaning, etc, Arthur Meighen Bldg. *Trenton Ont:* Lightfoot Construction Ltd, paving. *Winnipeg Man:* Rowe Bros (Canada) Ltd, alterations to movable metal partitions & related work, first & third floors, MacDonald Bldg, 344 Edmonton St; Allied Building Services (1962) Ltd, interior cleaning, MacDonald Bldg, 344 Edmonton St. *Saskatoon Sask:* Asphalt Services Ltd, asphalt surfacing, etc, parking lot, Research Station, University Sub Post Office. *Tisdale Sask:* Philibert Construction, alterations & additions to federal bldg. *Calgary Alta:* Poole Construction Ltd, alterations to Customs Bldg for National Parks Branch. *Del Bonita Alta:* Lethbridge Excavation & Pipeline Co Ltd, installation of water distribution system to Customs Bldg. *Red Deer Alta:* Oland Construction (1959) Ltd, construction of RCMP administration bldg & garage. *Crofton B C:* The Fraser River Pile Driving Co Ltd, wharf repairs. *Kelsey Bay B C:* D C D Piledriving Co Ltd, float renewal. *Nelson B C:* Louis Maglio, alterations to EMO shelter bldg. *Vancouver B C:* Doyle Construction Co Ltd, additions & alterations to Forest Products Laboratory for Department of Forestry; Arvin Hanna, alterations & redecoration of Alvin Bldg, 1145 Robson St; Cal Van Engineering Ltd, supply & installation of safety controls on boilers, General Post Office; Perma-Pacific Construction Ltd, repairs to coal bunker, federal bldg, Hastings & Granville Sts. *Westview B C:* Quadra Construction Co Ltd, harbour improvements. *Hay River N W T:* J Lefebvre Painting & Interior Dec, painting of housing units; Silisky Construction Ltd, removal & relocation of federal bldg units. *Yellowknife N W T:* Haener-Andersen Ltd, alterations to magistrate's house.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Lambert & Cote Ste Catherine Que: Charles Duranceau Ltd, paving & landscaping roadway & parking areas at locks. *Port Colborne Ont:* Walgood Construction Co, construction of bldg, Lock 8, Welland Canal.

DEPARTMENT OF TRANSPORT

Cape Bonavista Nfld: Benson Builders Ltd, construction of various bldgs, etc. *St John's Nfld:* C H Mercer, cable trenching & backfilling, Airport. *Halifax N S:* Municipal Spraying & Contracting Ltd, repairs to runways, taxiways, etc, International Airport; Stuart Industries Ltd, repairs to drainage system of spectator deck, International Airport. *Western Head N S:* Downie & Hatt, construction of bungalow for light & fog alarm station. *Yarmouth N S:* Aberdeen Paving Ltd, rebuilding of runway 06-24, taxiway & apron, Airport. *Dorval Que:* Noel Romeo Cie Ltee, installation of street lighting along

entrance road, Montreal International Airport; Polar Air Conditioning Co Ltd, improvements to air conditioning of Central Analysis Office, Regional Administration Bldg, Montreal International Airport; Calor Ltd, modifications to heating system, central heating plant, Montreal International Airport. *Matane Que:* Arno Electric Ltd, installation of MI lighting on runway 07-25, Airport. *Mont Joli Que:* Arno Electric Reg'd, installation of MI lighting on parking apron, etc, Airport. *Angus Island Ont:* The Iron Bridge Construction Co Ltd, construction of dwelling & demolition of combined dwelling & light tower. *Kapuskasing Ont:* Mattagami Construction Co Ltd, rehabilitation of water distribution system, Airport. *Kirkfield Ont:* Dominion Bridge Co Ltd, rehabilitation of steel chambers, lift lock. *London Ont:* Canadian Comstock Ltd, installation of entrance road & car park lighting, Airport. *North Bay Ont:* Bedard-Girard Ltd, installation of LI lighting for approaches to runway 36. *Sault Ste Marie Ont:* Conniston Construction Co Ltd, landscaping development of air terminal area, Airport. *Vaughan Township Ont:* Provincial Electric, installation of power to research & development site (Meteorological Station, Highways 7-400). *Calgary Alta:* A E Pollock Nurseries Ltd, seeding areas adjacent to runway 16-34 & taxiway, Municipal Airport. *Edmonton Alta:* Huber Electric Ltd, site improvements to meteorological instrument area, etc, International Aiport. *Fort Chipewyan Alta:* Alex Munawych, construction of sewage disposal system & related work. *Grande Prairie Alta:* Northland Utilities Ltd. installation of natural gas mains & related work. *Fort Nelson B C:* Huber Electric Ltd, relocation of meteorological equipment & related work, Airport. *Kamloops B C:* Huber Electric Ltd. installation of approach lighting on runway 08-36, Airport. *Vancouver B C:* Columbia Bitulithic Ltd, application of asphalt overlay on aircraft aprons, International Airport. *Williams Lake B C:* Lake Excavating Ltd, construction of sewage lagoon. *Fort Good Hope N W T:* Poole Construction Ltd, construction of NDB power house, road, etc. *Frobisher Bay N W T:* Nordbec Construction Inc, installation of permanent taxiway lighting, Airport; Nordbec Construction Inc, installation of instrument landing system, etc, Airport. *Norman Wells N W T:* Poole Construction Ltd, installation of utilidor system, etc, to dwelling foundations & related work. *Yellowknife N W T:* D L Guthrie Construction, relocation of meteorological equipment & construction of ceiling balloon inflation shelter, Airport.

In addition, this Department awarded 41 contracts containing the General Fair Wages Clause.

Annual Earnings in the Scientific and Technical Professions, 1963

Median annual earnings in six major scientific and technical fields rose 14 to 29 per cent in the period 1958-63, the Department of Labour found in its eighth annual survey of the scientific and technical professions. The results of the survey are contained in Professional Manpower Bulletin No. 6 published last month. The findings are based on information supplied by more than 16,000 professionals in these fields.

The survey showed median annual earnings in 1963 to be: agriculture, $7,600; architecture, $10,000; engineering, $9,600; forestry, $8,200; natural science, $9,400; and veterinary medicine, $8,700.

From 1958 to 1963, median annual earnings in agriculture have increased 29 per cent; architecture, 14 per cent; engineering, 20 per cent; forestry, 22 per cent; natural science, 29 per cent; and veterinary medicine, 23 per cent.

The specialties in which median annual earnings were highest were: mining engineering, $10,700; metallurgical engineering, $10,200; mathematics and physics, $10,100; and chemistry, $10,100.

Median annual earnings in engineering and science ranged from $5,300 for new graduates to $12,000 or more for those with 25 or more years experience.

Since 1957, the Department of Labour has been conducting surveys to obtain information on Canada's scientific and technical manpower resources. The mailing list for these surveys is based on names in the Scientific and Technical Personnel Register maintained by the Department. Each survey polls a representative one-third sample of the total Register.

PRICE INDEX

Consumer Price Index, October 1964

The consumer price index (1949=100) was unchanged at 135.6 in October but was 1.5 per cent higher than the October 1963 index of 133.6. Decreases in the food and transportation components offset increases in the remaining five main components of the index: housing, clothing, health and personal care, recreation and reading, and tobacco and alcohol.

The food index declined 1.3 per cent to 131.0 from 132.7. Prices were lower for local fresh fruit and vegetables, beef, fresh pork, eggs, sugar, and coffee, but higher for imported fruit and cured pork.

The housing index was 139.2, up 0.2 per cent from 138.9 in September. Increased home-ownership costs moved the shelter component, and in household operation higher prices for coal in a number of cities outweighed lower prices for some household supplies. Mixed and offsetting price movements occurred for home furnishings including furniture, appliances, floor coverings, textiles, and utensils and equipment.

The clothing index was 1.1 per cent higher at 120.7 from 119.4, mainly as a result of higher prices for women's and children's winter coats, and jewellery. Prices for men's wear, women's shoes and cotton piece goods were down slightly.

The transportation index decreased 0.1 per cent to 141.4 from 141.6. Lower gasoline prices in Ontario and Quebec moved the automobile operation component and a slight increase in interurban bus fares was insufficient to move the travel component.

The health and personal care index was 170.4, up 1.6 per cent from its September level of 167.7. The health care component was higher as a result of widespread increases for doctors' and dentists' fees, and scattered increases for optical care and prepaid medical care. Higher prices for personal supplies moved the personal care component.

The recreation and reading index edged up 0.1 per cent to 151.1 from 150.9 as both the recreation and reading components increased slightly. Higher prices for admission to sporting events, and for radios, phonograph records and bicycles moved the recreation component, and in the reading component, an increase occurred in the price of newspapers.

The tobacco and alcohol index advanced 1.0 per cent to 121.4 from 120.2. Higher cigarette prices in all provinces increased the tobacco index, but some price increases for liquor in the province of Quebec were not sufficient to move the alcoholic beverages index.

Group indexes in October 1963 were: food 130.4, housing 136.6, clothing 118.3, transportation 141.2, health and personal care 163.8, recreation and reading 150.5 and tobacco and alcohol 118.1.

City Consumer Price Indexes, Sept. 1964

Between August and September, consumer price indexes (1949=100) decreased in eight of the ten regional cities, increased in one and remained the same in one. Movements in nine cities ranged from an increase of 0.1 per cent in Toronto to a decline of 0.5 per cent in St. John's.

Food indexes declined in nine cities. The decline was greatest in Halifax, 1.9 per cent, and least in Ottawa, 0.3 per cent. There was no change in Toronto.

Indexes for housing rose in eight cities and were unchanged in Montreal and Ottawa. Clothing indexes increased in nine cities but in Vancouver was unchanged. The transportation index increased in seven cities and remained constant in three. There were increases in the health and personal care indexes in eight cities and two remained constant. Indexes for recreation and reading fell in all ten cities but the tobacco and alcohol indexes remained unchanged.

Regional consumer price index point changes between August and September were as follows: St. John's —0.6 to 121.9*; Halifax —0.4 to 132.4; Montreal —0.3 to 135.2; Saint John —0.2 to 135.3; Winnipeg —0.1 to 132.3; Saskatoon-Regina —0.1 to 130.4; Edmonton-Calgary —0.1 to 128.9; Vancouver —0.1 to 133.1; Toronto +0.1 to 137.5. Ottawa remained unchanged at 136.6.

Wholesale Price Index, September 1964

Canada's general wholesale index (1935-39=100) eased down 0.2 per cent in September to 244.4 from the August index of 245.0, and was lower by the same amount than the September 1963 index of 245.0. Decreases in two of the eight major group indexes outweighed advances in the remaining six.

The vegetable products group index declined 2.1 per cent in September to 214.6 from 219.2 in August, and the wood products group index moved down 0.4 per cent to 330.4 from 331.6.

The non-ferrous metals products group index rose 2.3 per cent to 209.5 from 204.8.

---

*On base June 1951=100.

Advances of 0.2 per cent or less were recorded for the following major group indexes: animal products to 253.7 from 253.2; chemical products to 193.1 from 192.7; non-metallic minerals products to 191.0 from 190.8; textile products to 248.0 from 247.8; and iron products to 257.9 from 257.6.

The index of Canadian farm product prices at terminal markets (1935-39=100) declined 1.1 per cent to 215.4 from 217.9 in the four-week period ended September 25. The animal products index moved down 1.1 per cent to 269.0 from 272.0, and the field products index declined 1.2 per cent to 161.8 from 163.8.

U.S. Consumer Price Index, September 1964

The United States consumer price index (1957-59=100) rose 0.2 per cent in September, the normal seasonal rise for the month. The September index stood at 108.4, compared with 108.2 in August and 107.1 in September 1963.

Food prices in September averaged 0.3 per cent higher than in August. The bulk of the increase was in the cost of meat, with nearly all cuts of fresh beef and pork selling at higher prices. Apparel prices rose 0.6 per cent compared with August, and housing costs were up 0.1 per cent.

British Index of Retail Prices, August 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 107.8 in mid-August from 107.4 at mid-July. In August 1963 it stood at 103.0.

The rise in the index was due mainly to higher prices for cigarettes and tobacco and seasonal increases in the price of household coal. These were partly offset by lower prices for fresh vegetables and fruit. The food index as a whole fell slightly to 108.7 from 108.9 in July.

Publications Recently Received in Department of Labour Library

The Publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No.193.

AUTOMATION

1. INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS. CANADIAN DEPARTMENT OF RESEARCH AND EDUCATION. *Automation in the Pulp and Paper Industry.* Montreal, 1964. Pp. [18], 19, 2.

Because the pulp and paper industry in Canada has been expanding, automation has not caused much unemployment but it has caused displacement of workers. Management has consulted with the union about various technological changes in the industry.

2. INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS. DEPARTMENT OF RESEARCH AND EDUCATION. *Automation, Economic Implications and Impact upon Collective Bargaining.* Fort Edward, N.Y., 1964. Pp. 432.

Partial Contents: Automation: Employment and Productivity Implications. Changes in Job Classifications, Skills and Wage Payment Systems. Labour Mobility. Profile of Unemployment. Federal and State Legislation to combat Unemployment. Automation in the Pulp and Paper Industry. Automation and Collective Bargaining. Three Experimental Plans.

BIOGRAPHIES

3. FLEISCHMAN, HARRY. *Norman Thomas, a Biography.* New York, Norton [1964] Pp. 320.

A biography of the distinguished American Socialist.

4. LIVERSEDGE, RONALD. *Recollections of the "On-to-Ottawa" Trek, 1935.* [Lake Cowichan, B.C., The Author, 1963?] Pp. 174.

The author reminisces about his part in the "On-to-Ottawa" trek, organized in Vancouver by the B.C. Relief Camp Workers' Union, that left Vancouver in June 1935 and got as far as Regina before being dispersed by the federal government.

5. RICHARDSON, REED C. *Labor Leader, 1860's.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 11.

A short biography of William H. Sylvis (1828-1869), one of the founders of the National Union of Iron Molders who served as its first treasurer and as its president from 1863 till 1869 and as president of the National Labor Union, 1868 until his death in 1869.

Business

6. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Establishing a Business in British Columbia.* 5th ed. [Victoria? Queen's Printer, 1963] Pp. 49.

An outline of government regulations, facilities, and services for prospective investors in businesses in B.C.

7. GREENE, MARK RICHARD. *Insurance and Risk Management for Small Business.* Washington, GPO, 1963. Pp. 74.

The author, Professor of Insurance at the University of Oregon, discusses various kinds of insurance for businessmen.

8. HOAD, WILLIAM MARVIN. *Management Factors contributing to the Success or Failure of New Small Manufacturers* [by] William M. Hoad [and] Peter Rosko. Ann Arbor, Bureau of Business Research, Graduate School of Business Administration, University of Michigan [1964] Pp. 99.

"The research [for this study] was financed by a grant made by the Small Business Administration, United States Government . . ."

Based on a survey of 95 new small manufacturers in Michigan, this study examines the reasons for business success or failure with particular attention paid to the characteristics accompanying business success.

9. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Does Your Firm need its Own Information Service; an Enquiry into the Economic Advantages of an Information Service in Small and Medium-sized Firms.* [Paris, 1962?] Pp. 48.

Describes several methods for determining whether or not a firm needs an information service. "By information service is meant the organized collection and exploitation of information for the benefit of the firm by at least one full-time information worker operating from the firm's own library."

10. U.S. SMALL BUSINESS ADMINISTRATION. Starting and Managing a Small Restaurant, by Paul Fairbrook. Washington, GPO, 1964. Pp. 116.

Describes the advantages and disadvantages of running a restaurant, the risks involved, the personal characteristics required, and some of the necessary management practices for making the business successful.

Collective Agreements

11. GOLDBLATT, LOUIS. *Men and Machines; a Photo Story of the Mechanization and Modernization Agreement between the International Longshoremen's & Warehousemen's Union and the Pacific Maritime Association now in Operation in the Ports of California, Oregon and Washington.* Photo Story and Book Design, Otto Hagel. Editor and Text, Louis Goldblatt. Editorial Board and Publishers: International Longshoremen's & Warehousemen's Union [and] Pacific Maritime Association. San Francisco, Men and Machines, 1963. Pp. [161].

12. QUINET, FELIX. *Présentation des résultats d'une étude de conventions collectives (couvrant un total de 275,000 travailleurs) en vigueur dans l'industrie manufacturière du Canada (1962); remarques préparées pour le 31e Congrès de l'Acfas, Université Laval, Québec, Novembre 1963.* [Ottawa, Canada Dept. of Labour, Eco- and Research Branch? 1963]. Pp. 12.

English version has title: *Remarks prepared for the 31st Annual Convention of the French Canadian Association for the Advancement ..of ..Science ..(ACFAS), ..Laval University, Quebec, November 1963; Comments on the Results of a Study of Collective Agreements (covering a total of 275,-000 employees) in Force in Canadian Manufacturing Industries 1962).*

Conferences

13. [INTERNATIONAL CONFERENCE ON SEASONAL ADJUSTMENT ON ELECTRONIC COMPUTERS, PARIS, 1960] *Seasonal Adjustment on Electronic Computers; Report and Proceedings of an International Conference held in November 1960, sponsored by the Organization for European Economic Cooperation in collaboration with the Conference of European Statisticians.* Paris, 1961. Pp. 403.

14. INVITATIONAL CONFERENCE ON TESTING PROBLEMS, NEW YORK, 1963. [*Proceedings*] Princeton, Educational Testing Service, c1964. Pp. 164.

The discussions at this conference dealt with educational tests, including tests in medical education.

Education, Vocational

15. CANADA. DEPARTMENT OF LABOUR. TECHNICAL AND VOCATIONAL TRAINING BRANCH. *Canadian Technical and Vocational Correspondence Courses.* Ottawa, Queen's Printer, 1962. Pp. 44.

16. EMERSON, LYNN ARTHUR. *Industrial Education in a Changing Democratic Society; Selected Papers, 1939-1955.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1955. Pp. 94.

Dr. Emerson is emeritus professor of industrial education at the New York State School of Industrial and Labor Relations at Cornell University. He has frequently served as a consultant to the U.S. government on educational matters. The ten papers in this pamphlet are concerned with vocational education.

17. MILLER, MARILYN VAUGHAN, Ed. *On teaching Adults: an Anthology.* Chicago, Center for the Study of Liberal Education for Adults, 1960. Pp. 98.

The essays in this book are intended for administrators and faculty members of evening colleges and extension divisions since they emphasize how the teaching of adults differs from teaching younger students.

Employment Management

18. INDUSTRIAL TRAINING COUNCIL. *The Training Specialist in Industry.* London, 1964. Pp. 31.

Examines the qualifications and training required by training specialists in industry.

19. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Corporate Retirement Policy and Practices,* by Harland Fox and Miriam C. Kerpen. New York, 1964. Pp. 90.

Based on information supplied by almost 1,000 companies, this report deals primarily with general retirement procedures but gives some attention to disability retirement and to early retirement for reasons other than disability. As well, there are details of ways in which the companies have incorporated into their retirement program two nonpension benefits: the extension of group life insurance and group health insurance after retirement.

20. TRICE, HARRISON MILLER. *The Problem Drinker on the Job.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1959. Pp. 50.

Contains information about the behaviour of the problem-drinking employee. Explains how and why a worker becomes a problem drinker and what some companies have done or can do for him.

21. U.S. BUREAU OF LABOR STANDARDS. *Time off for Voting under State Laws.* 1964 revision. Washington, GPO, 1964. Pp. 21.

22. U.S. BUREAU OF LABOR STATISTICS. *Digest of 50 Selected Health and Insurance Plans for Salaried Employees, Spring 1963.* Washington, GPO, 1964. Pp. 161.

Describes the principal features of 50 selected health and insurance plans.

Industrial Relations

23. KELLER, LEONARD A. *The Management Function: a Positive Approach to Labor Relations.* Washington, BNA Incorporated, 1963. Pp. 289.

Partial contents: Management Rights. How Contracts Limit the Right to Manage. Plant Practice and Interpretation of the Agreement. Developing Management Policy. The Seniority Principle and the Assignment of Work. Work Scheduling and Overtime. The Transfer of Work out of the Bargaining Unit. Production and Quality Standards. Discipline. Union Representation. The Grievance Procedure and Arbitration.

24. NATIONAL ACADEMY OF ARBITRATORS. *Labor Arbitration and Industrial Change; Proceedings of the Sixteenth Annual Meeting, Chicago, Ill., January 23-25, 1963.* Edited by Mark L. Kahn. Washington, BNA Inc., 1963. Pp. 374.

Some of the topics discussed were seniority rights, grievance procedures, and automation and job evaluation techniques. Includes an address by the Hon. W. Willard Wirtz, U.S. Secretary of Labor: The Challenge to Free Collective Bargaining.

Labour Organization

25. BOARMAN, PATRICK MADIGAN. *Union Monopolies and Antitrust Restraints.* Washington, Labor Policy Association, 1963. Pp. 203.

The author argues that antitrust legislation should be applied to American trade unions to reduce "the monopoly powers of unions."

26. BRECY, ROBERT. *Le mouvement syndical en France, 1871-1921; essai bibliographique.* Paris, Mouton, 1963. Pp. 217.

Labour Supply

27. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Manpower Utilization in New Brunswick, 1950 to 1960; a Joint Study prepared by the Federal and New Brunswick Departments of Labour.* Ottawa, 1963. Pp. 202.

"This study has been concerned with the problem of seasonal unemployment in the context of over-all employment and unemployment in New Brunswick during the period 1950 to 1960."

28. FULMER, JOHN LEONARD. *Research Design to Forecast Demand for New Types of Technicians in an Industry,* by John L. Fulmer, Robert E. Green, and Paul B. Han. *Research Report submitted to Director, Office of Manpower, Automation and Training, U.S. Dept. of Labor. Contract no. MDTA 19-63.* Atlanta, Georgia Institute of Technology, Engineering Experiment Station, 1964. Pp. 86.

The research in this study is based on a survey of the Georgia textile industry in 1962 and in 1963. "This report presents a research design to detect, define, and estimate demand for new technicians in an industry for any given area. While the illustrations are drawn from the textile industry, the main procedures are equally applicable to any industry."

29. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. STATISTICS DIVISION. *Manpower Statistics, 1950-1962.* Paris, 1963. Pp. 139.

Title in French: Statistiques de main-d'œuvre.

Covers the member countries of OECD and Japan.

30. STURMTHAL, ADOLF FOX. *Current Manpower Problems, an Introductory Survey,* by Adolf Sturmthal, with the assistance of Walter H. Franke. Urbana, Institute of Labor and Industrial Relations, University of Illinois, 1964. Pp. 103.

An assessment of some of the problems and research results arising from studies of manpower policies in the U.S.

31. U.S. BUREAU OF LABOR STATISTICS. *Scientific and Technical Personnel in Industry, 1961.* Prepared for the National Science Foundation. Washington, GPO, 1964. Pp. 84.

Labouring Classes

32. BROWN, ERNEST HENRY PHELPS. *The Economics of Labor.* New Haven, Yale University Press, 1962. Pp. 278.

Contents: The Economist's Study of Labor. The Status of the Worker. The Quality of the Labor Force. The Deployment of the Labor Force. The Fixing of Rates of Pay: Conventional and Market Forces. The Fixing of Rates of Pay: Collective Bargaining and Public Regulation. The General Level of Real Pay.

33. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Multiple Jobholdings in Canada, 1960-61; a Joint Study by the Dominion Bureau of Statistics and the Department of Labour.* Ottawa, Queen's Printer, 1964. Pp. 16.

Provides answers to such questions as: How much multiple jobholding or "moonlighting" is there in Canada? In which areas is it most prevalent? What are the personal characteristics of multiple jobholders?

34. CRONON, EDMUND DAVID, Ed. *Labor and the New Deal.* Chicago, Rand McNally, 1963. Pp. 60.

Presents excerpts from contemporary sources which show the development of the Roosevelt Administration's collective bargaining policy in the 1930's.

35. FERGUSSON, CHARLES BRUCE. *The Labour Movement in Nova Scotia before Confederation.* Halifax, Public Archives of Nova Scotia, 1964. Pp. 36.

A brief look at the working class in Nova Scotia between 1749 and 1866.

36. INTERNATIONAL LABOUR ORGANIZATION. *International Standards and Guiding Principles, 1958-1961.* Geneva, International Labour Office, 1961 [i.e. 1962] Pp. 64.

Contains excerpts from ILO recommendations, resolutions, declarations, etc. pertaining to relations between employers and workers.

37. LAMBERT, RICHARD DAVID. *Workers, Factories, and Social Change in India.* Princeton, Princeton University Press, 1963. Pp. 247.

This is a study of the workers in five privately-owned factories in the city of Poona, India. The book tells something about the social characteristics of the workers, how they get their jobs in the factories, the internal structure of the workforce in the factories, and the place of the workers in the factory hierarchy. This study analyzes economic aspects of scientific research and examines the problems of government policy regarding scientific research and development.

38. U.S. BUREAU OF LABOR STATISTICS. *Labor in Peru.* Washington, GPO, 1964. Pp. 65.

39. U.S. BUREAU OF LABOR STATISTICS. *Labor in the Sudan.* Washington, 1961. Pp. 26.

Science

40. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Science, Economic Growth and Government Policy.* Paris, 1963. Pp. 98.

41. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. DIRECTORATE FOR SCIENTIFIC AFFAIRS. *Proposed Standard Practice for Surveys of Research and Development; the Measurement of Scientific and Technical Activities.* [3rd revision. Paris, 1964?] Pp. 60.

Supervision

42. STRAUSS, GEORGE. *Some Notes on Power-Equalization.* Berkeley, University of California, Institute of Industrial Relations, 1964. Pp. 41-84.

"Power equalization" is defined as "a reduction in the power and status differential between supervisors and subordinates." The pamphlet contains an analysis of "power equalization."

43. VAN DERSAL, WILLIAM RICHARD. *The Successful Supervisor in Government and Business.* [1st ed.] New York, Harper, 1962. Pp. 192.

Partial Contents: Basic Principles of Supervision. Some Techniques in supervision. Participation. Something about Motivation. Training. Communications. Solving Problem Cases.

Unemployment

44. CONFERENCE ON ECONOMIC PROGRESS, WASHINGTON, D.C. *Two Top Priority Programs to Reduce Unemployment: Lift Wage Rates to Expand Consumption and to Catch up with Productivity Gains [and] Launch a Much Larger Housing Program to Help Counteract the Elimination of Jobs Caused by Technology and Automation.* Washington, 1963. Pp. 72.

45. LEVITAN, SAR A. *Federal Aid to Depressed Areas; an Evaluation of the Area Redevelopment Administration.* Baltimore, Johns Hopkins Press, 1964. Pp. 268.

". . . Examines the various components of the area redevelopment program, describes its operations . . . and evaluates the activities of the Area Redevelopment Administration during its first two years." The Area Redevelopment Act of 1961 provides long-term, low-interest loans to new businesses to locate in depressed areas; gives financial help to communities to develop public facilities needed to attract business; helps to provide training programs for the unemployed and underemployed; and provides assistance to help communities develop programs which will stimulate their economic growth.

46. LEVITAN, SAR A. *Federal Manpower Policies and Programs to Combat Unemployment.* Kalamazoo, Mich., Upjohn Institute for Employment Research, 1964. Pp. 41.

Describes major federal manpower programs for training and educating the unemployed in the U.S. and thus reducing unemployment.

47. WEDDERBURN, DOROTHY. *White-Collar Redundancy, a Case Study.* Cambridge [Eng.] University Press, 1964. Pp. 56.

This is a study of some workers employed by a company manufacturing missiles who lost their jobs when the Government cancelled a defence contract with their employer.

Vocational Guidance

48. GIROD, ROGER. *Milieu social et orientation de la carrière des adolescents,* par Roger Girod en collaboration avec Jean-Frédéric Rouiller. Genève, Centre de recherches de la Faculté des sciences économiques et sociales de l'Université de Genève, Section de sociologie, 1961-1963. 3 volumes.

Part 2: ". . . [preparé] avec le concour de Michel Flegenheimer."

Contents: pt. 1. Les trois dernières années de scolarité obligatoire (de 12 à 15 ans). pt. 2. Après le terme de la scolarité obligatoire: apprentissage, travail immédiat, études (de 15 à 17 ans). pt. 3. Projets et attitudes à 15 ans.

A study of the influence of their social environment on the career plans of a group of young people in Switzerland.

49. NATIONAL VOCATIONAL GUIDANCE ASSOCIATION. *Man in a World at Work.* Edited by Henry Borow. Boston Houghton Mifflin, 1964. Pp. 606.

Presents "current thinking on the nature of vocational guidance, the meaning of the human work experience, the relationship of the individual to the labor force, and research and practice in vocational guidance." This book commemorates the 50th anniversary of the founding of the National Vocational Guidance Association.

Wages and Hours

50. LANHAM, ELIZABETH. *Administration of Wages and Salaries.* New York, Harper & Row, 1963. Pp. 491.

Partial Contents: Organization for Wage and Salary Administration. Fundamentals of Job Evaluation. The Rank and Grade Methods of Job Rating. The Point and Factor-Comparison Methods of Job Rating. The Wage Survey. Wage Incentive Plans. Profit Sharing, Stock Ownership, and Fringe Benefit Plans for Non-supervisory Employees. Managerial Compensation.

51. U.S. BUREAU OF LABOR STATISTICS. *Industry Wage Survey; Machinery Manufacturing, March-May 1963.* Washington, GPO, 1964. Pp. 27.

Women—Employment

52. INSTITUTE OF PERSONNEL MANAGEMENT. *Status and Pay of Women Supervisory Staff (on the Factory Floor).* London, 1961. Pp. [37].

Contains information in tabular form about women supervisors in 18 British firms. For each company information is given concerning the type of company, the number of women in each supervisory grade, duties and responsibilities of the supervisor, weekly pay rate, privileges of the position, and promotion prospects.

53. U.S. WOMEN'S BUREAU. *Negro Women Workers in 1960.* Washington, GPO, 1964. Pp. 55.

"Examines the economic status of Negro women workers in 1960, and tells which industries employ Negro women, the occupations they hold, in what States they work, what their personal and family characteristics are, how much they earn, and how many have jobs or are unemployed."

54. WOMEN'S EMPLOYMENT FEDERATION. *Women want to work; Some Notes on Prospects, Training and Finding Work for the Older Woman with a Good Educational Background.* London, 1964. Pp. 44.

Miscellaneous

55. *Build a Merchant Marine Now! A Maritime Program for Canada.* Proposed by the National Metal Trades Federation, C.N.T.U., the Marine Workers Federation, C.L.C., the Shipyard General Workers Federation of British Columbia, C.L.C. [Montreal? 1964?] Pp. 67, 45.

English and French, the latter inverted and with special title page.

56. CANADA. CIVIL SERVICE COMMISSION. MANAGEMENT ANALYSIS DIVISION. *Guide on the Use of Work Sampling.* Ottawa, 1963. Pp. [25].

57. CONFERENCE OF EUROPEAN STATISTICIANS. *Automatic Editing of Individual Statistical Observations.* New York, United Nations, 1963. [i.e. 1964] Pp. 55 [6].

58. DUNAYEVSKAYA, RAYA. *Marxism and Freedom; from 1776 until Today.* With a preface by Herbert Marcuse. [2d ed.] New York, Twayne Publishers, 1964. Pp. 384.

Contains a series of essays exploring Marxism.

59. NEILD, R. R. *Pricing and Employment in the Trade Cycle; a Study of British Manufacturing Industry, 1950-61.* Cambridge [Eng.] University Press, 1963. Pp. 73.

A study of "the relationship between changes in wages, output per man and prices [and] the relationship between changes in output, employment and output per man."

60. NOLAN, JOHN ROBERT WALTER. *Federal Industrial Laws.* 3rd ed. of 'Nolan and Cohen' by C. P. Mills. Sydney, Butterworth, 1963. Pp. 499.

Deals with conciliation and arbitration legislation in Australia in force at the end of 1962 and considers labour cases based on this legislation.

61. UNITED NATIONS. SECRETARY-GENERAL, 1961- (THANT). *Towards a New Trade Policy for Development; Report . . . of the United Nations Conference on Trade and Development.* New York, United Nations, 1964. Pp. 125.

Presents a number of problems which faced the United Nations Conference on Trade and Development which was convened earlier in 1964 and suggests some measures to assist Governments in considering ways of dealing with them.

In "Origins of Modern Wage Theories," published by Prentice-Hall, Inc., Prof. N. Arnold Tolles of Cornell University recounts, in non-technical language, how the questions about wage have changed in the United States in this century and how the changing wage theories have depended upon the major events of American social history.

The book gives an original and balanced treatment of events and ideas that have enriched, rather than destroyed, the once-accepted wage theories of the 19th century. The book ranges from problems of the early immigrant labourers to the postwar problems of inflation and wage control.

The movement of theory is traced from classical and Marxian reasoning about the over-all wage share of the national product, to the institutional, bargaining power and Keynesian theories of the present time. Prof. Tolles explores also the general growth of useful theories that arose from the conflicts between old and new facts and old and new doctrines.

In a short volume of some 200 pages, Prof. Tolles has traced the impact on wage theory of 10 of the major changes of wage facts and wage doctrines that have appeared during the 20th century. The book includes a comprehensive bibliography of 32 pages.

The extent to which workers have won social benefits going beyond U.S. federal legislation is described in a new book, *Fringe Benefits: Wages or Social Obligation?* by Mrs. Donna Allen, who taught in the New York State School of Industrial and Labor Relations. The book is published by the Industrial and Labor Relations School at Cornell University.

Mrs. Allen discusses the growth of fringe benefit programs in American industry spurred by labour unions. She covers current conceptions of "wages" and "non-wages" and contends that satisfactory definitions are not now in common use.

LABOUR STATISTICS

	Page
Tables A-1 to A-3—Labour Force	1028
Table B-1—Labour Income	1030
Tables C-1 to C-6—Employment, Hours and Earnings	1031
Tables D-1 to D-5—Employment Service Statistics	1036
Tables E-1 to E-5—Unemployment Insurance	1041
Tables F-1 and F-2—Prices	1044
Tables G-1 to G-4—Strikes and Lockouts	1045

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDING OCTOBER 17, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,962	622	1,938	2,546	1,210	646
Men	4,967	460	1,415	1,767	865	460
Women	1,995	162	523	779	345	186
14–19 years	664	70	202	212	126	54
20–24 years	910	97	301	291	148	73
25–44 years	3,070	250	870	1,148	514	288
45–64 years	2,096	185	519	805	376	211
65 years and over	222	20	46	90	46	20
Employed	6,704	587	1,840	2,472	1,187	618
Men	4,769	430	1,335	1,712	850	442
Women	1,935	157	505	760	337	176
Agriculture	635	45	100	163	304	23
Non-agriculture	6,069	542	1,740	2,309	883	595
Paid Workers	5,558	495	1,582	2,130	813	538
Men	3,837	356	1,120	1,439	540	382
Women	1,721	139	462	691	273	156
Unemployed	258	35	98	74	23	28
Men	198	30	80	55	15	18
Women	60	*	18	19	*	10
Persons not in the Labour Force	5,871	668	1,762	1,933	958	550
Men	1,404	183	410	440	229	142
Women	4,467	485	1,352	1,493	729	408

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED OCTOBER 17, 1964, CANADA

(estimates in thousands)

SOURCE: Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,833	2,039	3,722	969	3,812	922	1,369
Labour Force	6,962	664	3,600	826	1,018	632	222
Employed	6,704	606	3,500	769	1,000	614	215
Unemployed	258	58	100	57	18	18	*
Not in the labour force	5,871	1,375	122	143	2,794	290	1,147
Participation rate[2]							
1964, October 17	54.3	32.6	96.7	85.2	26.7	68.5	16.2
September 19	54.4	32.9	96.8	86.6	26.7	68.8	16.2
Unemployed rate[3]							
1964, October 17	3.7	8.7	2.8	6.9	1.8	2.8	*
September 19	3.1	7.9	2.0	6.2	1.8	2.5	*

(1) Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The Labour Force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

* Less than 10,000.

TABLE A-3—UNEMPLOYED, WEEK ENDED OCTOBER 17, 1964

(estimates in thousands)

SOURCE: Labour Force Survey

	October 1964	September 1964	October 1963
Total Unemployed	258	218	265
On temporary layoff up to 30 days	13	10	12
Without work and seeking work	245	208	253
Seeking full-time work	230	195	240
Seeking part-time work	15	13	13
Seeking under 1 month	110	78	96
Seeking 1–3 months	75	65	84
Seeking 4–6 months	26	27	30
Seeking more than 6 months	34	38	43

90166—7

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
August	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September	49.1	522.9	172.5							1,889.2
October	48.7	522.4	172.8							
November	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December	48.0	516.7	166.6							1,824.6
1964—										
January	48.5	520.7	168.6							1,816.7
February	48.8	524.8	166.2	70.0	308.9	99.7	793.3	1,730.1	220.7	1,826.2
March	48.8	529.8	165.4							1,839.5
April	47.3	532.6	170.6							1,870.5
May	49.2	548.1	175.6	75.0	377.4	105.7	827.1	1,822.2	226.0	1,942.8
June	51.4	558.2	179.9							1,995.5
July*	52.5	546.3	182.8							1,982.1
August†	50.5	566.7	188.3							2,016.7
Seasonally Adjusted										
1959—Total	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
August	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September	48.3	508.7	168.7							1,818.9
October	48.5	513.9	170.2							1,834.1
November	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December	48.7	531.2	171.7							1,869.8
1964—										
January	49.1	536.7	173.5							1,891.3
February	49.7	538.3	172.4	80.8	391.2	102.5	812.7	1,745.6	224.2	1,902.3
March	50.1	540.0	173.5							1,906.5
April	49.0	535.1	175.1							1,913.1
May	48.8	541.6	174.6	88.0	375.8	105.5	826.2	1,790.7	225.7	1,924.8
June	50.3	543.2	175.1							1,927.5
July*	50.8	546.1	175.9							1,949.3
August†	49.4	557.5	179.8							1,968.9

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at July 1964 employers in the principal non-agricultural industries reported a total employment of 3,197,482. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE. *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	202.0	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	86.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June*	133.4	201.6	86.02	124.2	204.1	89.73
July†	133.7	201.9	86.75	122.8	202.7	89.12

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				$	$	$
Provinces						
Newfoundland	161.4	157.4	155.4	78.48	77.51	75.77
Prince Edward Island	145.1	145.9	153.5	63.15	60.95	58.76
Nova Scotia	102.2	100.2	99.6	71.05	70.38	68.68
New Brunswick	115.0	114.5	109.8	71.76	69.42	68.15
Quebec	134.3	133.5	128.4	84.74	84.40	80.73
Ontario	133.5	135.6	127.3	90.01	90.21	86.54
Manitoba	120.8	119.2	118.0	79.43	78.81	78.31
Saskatchewan	140.7	139.1	136.3	82.15	81.29	79.81
Alberta (including Northwest Territories)	175.4	172.1	168.0	86.48	86.47	83.77
British Columbia (including Yukon)	131.7	126.5	124.1	94.34	94.43	91.23
Canada	**133.7**	**133.4**	**127.8**	**86.75**	**86.62**	**83.35**
Urban areas						
St. John's	158.2	155.3	154.2	66.35	65.93	64.78
Sydney	79.1	80.6	82.9	87.90	85.12	84.81
Halifax	128.0	125.8	124.7	73.11	72.97	70.99
Moncton	112.6	110.5	107.0	68.81	68.11	64.80
Saint John	104.6	106.2	107.0	71.20	72.95	68.68
Chicoutimi—Jonquiere	123.5	121.1	114.6	104.64	104.58	100.46
Quebec	131.5	131.4	130.6	74.77	74.29	72.78
Sherbrooke	119.4	117.6	114.2	74.38	73.92	69.90
Shawinigan	108.0	108.1	106.4	89.26	93.83	92.86
Three Rivers	128.9	130.5	121.1	80.18	79.43	75.64
Drummondville	96.3	96.6	87.4	68.39	70.70	67.19
Montreal	136.6	136.9	130.6	86.38	86.05	82.44
Ottawa—Hull	144.6	144.5	141.2	80.91	80.83	77.48
Kingston	142.6	139.5	129.3	87.06	87.88	83.32
Peterborough	110.1	109.4	102.5	94.43	94.46	92.70
Oshawa	147.6	225.9	141.7	102.49	106.61	98.16
Toronto	149.4	151.0	142.2	91.35	90.88	87.61
Hamilton	127.0	127.8	119.1	95.67	95.47	92.48
St. Catharines	125.0	124.0	107.0	101.34	100.52	95.52
Niagara Falls	117.7	115.8	111.2	83.67	83.88	77.65
Brantford	94.4	95.0	89.3	83.19	83.24	80.83
Guelph	134.0	131.4	129.8	79.78	81.66	76.16
Galt	133.5	133.8	122.8	75.66	77.44	74.78
Kitchener	148.3	149.6	142.0	81.72	81.72	77.78
Sudbury	136.5	136.1	126.6	97.39	95.92	95.28
Timmins	89.4	88.2	90.4	77.59	77.34	75.61
London	150.1	152.8	144.1	84.39	84.51	79.91
Sarnia	137.5	138.0	135.8	109.80	108.79	109.16
Windsor	76.6	86.8	65.4	102.25	101.10	92.09
Sault Ste. Marie	165.4	160.3	157.9	107.32	106.62	106.38
Fort William—Port Arthur	121.9	118.4	115.3	86.78	87.97	83.77
Winnipeg	120.8	120.5	116.5	76.57	76.04	74.62
Regina	160.5	160.1	153.4	80.51	80.06	78.29
Saskatoon	160.5	159.5	153.6	76.47	76.21	73.64
Edmonton	221.1	221.6	212.2	80.93	81.35	79.33
Calgary	196.6	191.8	186.8	86.46	86.26	83.55
Vancouver	130.0	128.4	121.7	92.08	92.54	89.30
Victoria	124.5	123.8	121.8	83.01	83.37	83.81

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				$	$	$
Mining	**120.8**	**119.7**	**118.0**	**106.27**	**105.18**	**102.25**
Metal mining	136.0	135.2	130.6	106.05	105.39	103.47
Gold	65.1	65.4	67.4	86.55	86.37	83.73
Other metal	201.9	200.0	189.4	111.89	111.17	110.00
Fuels	84.6	82.5	83.0	114.11	111.46	108.29
Coal	37.8	37.9	38.7	88.46	83.91	82.09
Oil and natural gas	274.1	263.6	264.0	128.48	127.53	123.94
Non-metal	158.9	159.0	163.9	94.78	94.70	88.91
Manufacturing	**123.6**	**124.2**	**116.9**	**89.12**	**89.73**	**85.30**
Durable goods	127.6	131.7	119.9	96.24	96.98	91.89
Non-durable goods	118.3	117.8	114.5	82.71	82.95	79.52
Food and beverages	128.5	124.7	125.5	77.87	78.25	73.92
Meat products	141.1	140.3	138.9	87.23	88.21	85.44
Canned and preserved fruits and vegetables	154.9	114.8	153.9	62.34	65.37	57.34
Grain mill products	100.3	99.7	94.9	87.14	86.75	83.66
Bread and other bakery products	115.1	115.5	115.1	76.91	77.19	72.83
Distilled and malt liquors	100.2	99.4	98.6	111.16	110.38	106.87
Tobacco and tobacco products	82.9	83.5	80.0	91.98	91.30	90.12
Rubber products	118.1	118.8	111.1	91.04	92.79	87.78
Leather products	90.0	89.9	87.9	59.90	59.42	56.80
Boots and shoes (except rubber)	93.5	93.2	93.9	58.17	57.28	55.33
Other leather products	83.7	84.0	77.1	63.39	63.71	60.05
Textile products (except clothing)	89.9	91.2	84.6	70.80	72.16	67.09
Cotton yarn and broad woven goods	76.5	77.7	73.5	67.03	70.47	62.87
Woollen goods	67.9	68.3	65.0	64.31	65.67	62.76
Synthetic textiles and silk	110.6	111.2	98.1	78.53	78.79	73.84
Clothing (textile and fur)	98.1	99.8	93.7	55.34	54.63	53.12
Men's clothing	102.7	105.0	97.7	53.77	53.70	51.41
Women's clothing	107.4	108.1	99.9	56.96	54.55	55.28
Knit goods	77.3	78.2	74.8	55.48	55.39	52.52
Wood products	120.4	117.3	117.4	76.45	76.31	73.63
Saw and planing mills	125.8	120.5	123.0	78.60	78.48	75.53
Furniture	124.6	125.7	120.7	74.01	73.77	71.55
Other wood products	84.7	84.8	82.5	67.12	67.92	65.16
Paper products	136.8	134.4	131.8	104.68	105.06	101.30
Pulp and paper mills	138.7	134.6	133.3	112.22	112.83	108.51
Other paper products	132.2	133.7	128.4	85.71	86.30	83.36
Printing, publishing and allied industries	123.9	126.4	126.4	96.79	97.15	92.88
Iron and steel products	123.5	124.2	116.5	101.27	101.82	97.60
Agricultural implements	73.7	74.3	69.9	109.22	111.24	103.07
Fabricated and structural steel	158.5	160.8	149.5	103.63	105.09	100.17
Hardware and tools	127.7	130.2	116.3	87.62	88.47	85.09
Heating and cooking appliances	110.8	107.8	104.6	87.55	87.65	84.48
Iron castings	108.4	109.8	102.1	96.63	97.02	92.62
Machinery, industrial	147.2	147.6	137.4	98.10	99.41	92.46
Primary iron and steel	148.3	147.5	134.9	113.10	113.57	112.87
Sheet metal products	124.3	126.0	122.9	99.63	99.60	95.93
Wire and wire products	128.7	129.8	117.1	101.06	101.56	96.40
Transportation equipment	111.7	130.1	96.5	105.71	106.43	98.41
Aircraft and parts	257.3	259.4	223.4	107.73	108.16	100.69
Motor vehicles	78.6	147.1	63.0	124.25	123.21	124.38
Motor vehicle parts and accessories	149.7	154.5	111.5	109.07	101.48	93.14
Railroad and rolling stock equipment	61.1	59.6	54.2	92.59	93.69	87.53
Shipbuilding and repairing	142.1	147.8	146.6	96.71	95.75	92.50
Non-ferrous metal products	136.2	136.5	130.3	99.36	99.09	98.05
Aluminum products	149.8	151.8	148.3	95.00	94.43	94.79
Brass and copper products	119.1	120.3	111.6	94.27	95.36	93.76
Smelting and refining	150.0	148.3	142.6	109.02	108.80	107.65
Electrical apparatus and supplies	159.5	161.3	154.9	94.98	95.88	90.83
Heavy electrical machinery	121.6	120.2	116.6	102.60	103.90	98.68
Telecommunication equipment	272.6	278.9	279.9	92.27	90.62	87.00
Non-metallic mineral products	165.1	167.5	160.1	95.69	94.73	91.14
Clay products	94.9	96.8	90.3	84.23	85.20	81.53
Glass and glass products	181.4	187.4	181.2	88.25	89.21	85.43
Products of petroleum and coal	149.4	147.4	145.4	130.11	129.55	125.69
Petroleum refining and products	152.4	150.2	147.4	131.12	130.64	126.88
Chemical products	141.6	141.9	138.3	104.18	105.04	101.28
Medicinal and pharmaceutical preparations	127.5	129.7	125.5	93.33	93.29	90.39
Acids, alkalis and salts	162.8	161.4	165.5	115.92	118.72	112.46
Other chemical products	139.9	140.3	135.1	103.31	103.91	100.47
Miscellaneous manufacturing industries	164.5	164.4	152.3	77.99	78.62	74.96
Construction	**144.4**	**139.5**	**138.8**	**96.01**	**93.98**	**91.43**
Building and general engineering	141.6	135.4	135.8	102.61	99.75	97.73
Highways, bridges and streets	148.9	146.2	143.8	85.66	85.14	81.64
Electric and motor transportation	**150.7**	**152.3**	**146.2**	**92.15**	**92.78**	**87.85**
Service	**193.0**	**190.6**	**176.6**	**61.04**	**60.71**	**58.34**
Hotels and restaurants	168.5	165.5	154.6	46.31	45.84	44.54
Laundries and dry cleaning plants	160.3	161.9	141.3	53.54	53.93	51.61
Industrial composite	**133.7**	**133.4**	**127.8**	**86.75**	**86.62**	**83.35**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				$	$	$
Newfoundland	42.0	42.4	41.2	1.62	1.55	1.54
Nova Scotia	41.4	41.5	41.2	1.74	1.72	1.65
New Brunswick	42.9	41.7	42.0	1.69	1.68	1.60
Quebec	41.7	41.6	41.3	1.81	1.83	1.75
Ontario	41.1	41.5	40.9	2.11	2.13	2.02
Manitoba	40.6	40.4	40.2	1.83	1.83	1.82
Saskatchewan	38.9	40.1	39.2	2.08	2.09	2.03
Alberta (includes Northwest Territories)	39.9	40.0	39.5	2.06	2.08	2.02
British Columbia (includes Yukon Territory)	37.3	38.1	37.7	2.48	2.45	2.36

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	122.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.91	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June*	41.2	2.02	83.22	199.4	146.4
July†	40.9	2.01	82.10	196.7	144.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963	July 1964	June 1964	July 1963
				$	$	$	$	$	$
Mining	**42.6**	**42.3**	**42.4**	**2.31**	**2.30**	**2.24**	**98.28**	**97.04**	**94.91**
Metal mining	42.0	42.2	42.1	2.39	2.37	2.33	100.41	99.96	98.00
Gold	42.9	43.2	43.0	1.87	1.86	1.80	80.33	80.16	77.63
Other metal	41.6	41.8	41.8	2.57	2.55	2.52	106.94	106.49	105.44
Fuels	44.1	41.9	42.7	2.20	2.18	2.09	97.15	91.53	89.43
Coal	45.4	42.9	43.9	1.92	1.91	1.83	87.16	81.74	80.42
Oil and natural gas	42.1	40.4	40.8	2.68	2.67	2.55	112.63	107.86	104.05
Non metal	42.4	43.1	43.2	2.09	2.10	2.05	90.73	90.78	88.50
Manufacturing	**40.9**	**41.2**	**40.7**	**2.01**	**2.02**	**1.93**	**82.10**	**83.22**	**78.38**
Durable goods	41.3	41.9	41.2	2.18	2.19	2.08	89.90	91.58	85.86
Non-durable goods	40.6	40.6	40.2	1.84	1.85	1.78	74.81	75.00	71.59
Food and beverages	41.5	41.1	40.9	1.71	1.74	1.64	71.16	71.42	67.02
Meat products	41.1	41.6	41.3	2.00	2.01	1.98	82.44	83.74	81.80
Canned and preserved fruits and vegetables	42.4	39.0	39.1	1.31	1.47	1.27	55.71	57.44	49.69
Grain mill products	43.4	42.2	42.4	1.92	1.95	1.86	83.38	82.11	78.83
Bread and other bakery products	41.7	42.0	41.7	1.73	1.73	1.63	72.24	72.48	68.21
Distilled liquors	41.7	41.7	40.1	2.36	2.36	2.29	98.55	98.29	91.85
Malt liquors	40.4	39.5	40.6	2.54	2.53	2.43	102.37	100.17	98.88
Tobacco and tobacco products	38.0	38.1	38.6	2.26	2.25	2.18	86.00	85.79	84.25
Rubber products	41.0	42.0	40.9	2.05	2.06	1.99	84.25	86.55	81.52
Leather products	39.5	39.0	39.3	1.39	1.39	1.31	54.88	54.22	51.62
Boots and shoes (except rubber)	39.3	38.6	39.0	1.36	1.35	1.28	53.37	52.15	50.88
Other leather products	39.8	40.0	38.0	1.46	1.46	1.40	58.00	58.47	53.30
Textile products (except clothing)	41.6	42.3	41.2	1.54	1.55	1.46	64.14	65.48	60.02
Cotton yarn and broad woven goods	40 2	41.8	39.5	1.58	1.59	1.47	63.36	66.58	58.15
Woollen goods	42.1	42.9	41.9	1.30	1.40	1.35	58.63	60.25	56.62
Synthetic textiles and silk	42.7	42.8	42.0	1.66	1.66	1.57	70.72	70.96	65.86
Clothing (textile and fur)	38.1	37.6	37.7	1.32	1.31	1.26	50.24	49.39	47.67
Men's clothing	37.7	37.5	37.4	1.30	1.31	1.25	49.14	48.99	46.88
Women's clothing	36.3	34.8	35.9	1.43	1.42	1.38	51.84	49.39	49.56
Knit goods	41.6	41.3	40.7	1.22	1.21	1.17	50.78	50.08	47.65
*Wood products	40.8	41.2	41.1	1.78	1.76	1.71	72.62	72.72	70.31
Saw and planing mills	39.9	40.7	40.4	1.91	1.88	1.82	76.07	76.51	73.36
Furniture	42.3	41.9	42.6	1.60	1.60	1.56	67.77	67.18	66.22
Other wood products	42.5	42.6	42.2	1.45	1.47	1.42	61.71	62.72	59.79
Paper products	42.0	42.1	41.8	2.37	2.36	2.29	99.45	99.61	95.82
Pulp and paper mills	42.1	42.2	41.7	2.51	2.54	2.46	106.86	107.12	102.80
Other paper products	41.6	42.0	42.0	1.89	1.89	1.82	78.59	79.49	76.47
Printing, publishing and allied industries	39.1	39.1	38.3	2.45	2.47	2.40	95.83	96.66	91.94
*Iron and steel products	41.6	42.0	41.4	2.32	2.32	2.25	96.26	97.18	93.12
Agricultural implements	41.6	42.7	41.0	2.45	2.47	2.34	101.93	105.46	96.12
Fabricated and structural steel	42.2	43.0	41.5	2.24	2.27	2.21	94.76	97.32	91.85
Hardware and tools	42.5	43.2	42.7	1.92	1.91	1.87	81.57	82.35	79.94
Heating and cooking appliances	41.0	41.0	40.2	1.96	1.99	1.86	80.30	81.41	76.01
Iron castings	41.8	42.2	41.8	2.24	2.23	2.13	93.50	94.31	88.87
Machinery, industrial	42.7	43.3	41.5	2.18	2.19	2.10	93.16	94.80	87.43
Primary iron and steel	40.3	40.6	41.1	2.69	2.69	2.67	108.44	108.89	109.73
Sheet metal products	41.7	42.1	41.8	2.27	2.25	2.17	94.56	94.85	90.71
Wire and wire products	42.5	42.8	41.8	2.27	2.27	2.18	96.55	97.07	91.16
*Transportation equipment	41.2	42.2	40.6	2.37	2.40	2.23	97.38	101.18	90.66
Aircraft and parts	41.5	41.8	40.6	2.36	2.36	2.23	97.93	98.57	90.58
Motor vehicles	40.9	44.2	43.8	2.68	2.67	2.57	109.69	117.87	112.43
Motor vehicle parts and accessories	41.0	41.6	40.3	2.44	2.33	2.13	100.08	96.72	85.97
Railroad and rolling stock equipment	40.9	41.4	39.5	2.22	2.23	2.17	90.97	92.27	85.77
Shipbuilding and repairing	41.3	40.9	40.3	2.30	2.30	2.26	95.12	94.18	91.07
*Non-ferrous metal products	40.6	40.9	41.0	2.29	2.27	2.24	93.09	92.68	91.83
Aluminium products	41.1	41.4	41.8	2.04	2.02	2.02	83.73	83.65	84.43
Brass and copper products	41.4	41.5	42.2	2.15	2.16	2.12	88.90	89.58	89.37
Smelting and refining	40.1	40.5	40.5	2.56	2.53	2.50	102.70	102.43	101.26
*Electrical apparatus and supplies	40.7	41.5	40.6	2.04	2.03	1.95	83.19	84.40	79.10
Heavy electrical machinery and equipment[1]	41.1	42.1	41.0	2.30	2.27	2.18	94.72	95.30	89.31
Telecommunication equipment	39.8	39.6	40.1	1.83	1.80	1.73	73.02	71.30	69.45
Refrigerators, vacuum cleaners and appliances	39.3	40.6	40.9	2.08	2.09	2.02	81.94	84.91	82.47
Wire and cable	43.3	45.3	43.2	2.28	2.30	2.21	98.49	104.42	95.19
Miscellaneous electrical products	40.9	42.0	39.9	1.92	1.93	1.84	78.77	80.90	72.58
*Non-metallic mineral products	43.9	43.5	43.4	2.05	2.05	1.97	90.12	89.14	85.59
Clay products	42.3	43.3	41.9	1.84	1.83	1.79	77.84	79.32	74.96
Glass and glass products	40.7	40.9	40.4	2.03	2.06	1.98	82.66	84.12	80.06
Products of petroleum and coal	42.2	41.5	42.0	2.86	2.83	2.72	120.87	117.52	114.27
Petroleum refining and products	42.3	41.5	42.0	2.90	2.87	2.76	122.48	119.14	115.83
Chemical products	40.7	41.4	40.8	2.24	2.24	2.18	91.17	92.58	89.10
Medicinal and pharmaceutical preparations	39.7	40.0	39.7	1.75	1.74	1.70	69.42	69.71	67.56
Acids, alkalis and salts	40.2	41.8	40.3	2.58	2.58	2.52	103.64	107.96	101.28
Miscellaneous manufacturing industries	40.8	41.1	41.0	1.64	1.66	1.59	66.96	68.15	65.27
Professional and scientific equipment	40.1	40.9	40.0	1.95	1.96	1.96	78.23	80.08	78.22
Construction	**42.4**	**41.3**	**42.4**	**2.22**	**2.20**	**2.11**	**93.91**	**90.95**	**89.51**
Building and general engineering	41.3	39.9	41.3	2.42	2.43	2.30	100.44	96.83	95.20
Highways, bridges and streets	44.2	43.7	44.4	1.85	1.85	1.78	82.06	80.74	79.16
Electric and motor transportation	**43.6**	**41.9**	**43.9**	**2.08**	**2.06**	**2.02**	**90.72**	**92.63**	**88.94**
Service	**37.7**	**37.1**	**38.4**	**1.19**	**1.19**	**1.12**	**44.69**	**44.24**	**43.14**
Hotels and restaurants	37.5	36.8	38.4	1.14	1.15	1.08	42.93	42.19	41.49
Laundries and dry cleaning plants	40.1	39.9	40.2	1.13	1.15	1.08	45.47	45.80	43.36

*Durable manufactured goods industries.

90166—8½

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 923, October issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
October 1959	11,997	13,013	25,010	195,816	107,407	303,223
October 1960	11,944	10,866	22,810	281,484	124,255	405,739
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
October 1962	20,137	17,399	37,536	232,316	105,488	337,804
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724r	109,554r	307,278r
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964(a)	29,159	19,727	48,886	203,318	110,623	313,941

(a)Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

rRevised.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1960-1963, AND DURING MONTH, SEPTEMBER 1963—SEPTEMBER 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1963—September	208,088	93,497	99,517	48,816	87,392	38,093
1963—October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	106,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September(a)	209,609	107,109	108,719	55,219	90,230	43,051

(a)Preliminary.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING SEPTEMBER, 1964[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from September 1963
Agriculture, Fishing, Trapping	**20,016**	**6,441**	**26,457**	**− 116**
Forestry	**2,985**	**33**	**3,018**	**− 657**
Mining, Quarrying and Oil Wells	**856**	**84**	**940**	**− 4**
Metal Mining	461	25	486	− 29
Fuels	140	27	167	− 62
Non-Metal Mining	73	3	76	+ 13
Quarrying, Clay and Sand Pits	129	3	132	+ 68
Prospecting	53	26	79	+ 6
Manufacturing	**20,827**	**12,652**	**33,479**	**+ 4,334**
Foods and Beverages	4,243	5,445	9,688	+ 1,294
Tobacco and Tobacco Products	14	37	51	+ 10
Rubber Products	173	113	286	+ 53
Leather Products	327	307	634	+ 6
Textile Products (except clothing)	781	450	1,231	+ 191
Clothing (textile and fur)	551	1,680	2,231	+ 21
Wood Products	2,494	259	2,753	+ 190
Paper Products	1,338	405	1,743	+ 171
Printing, Publishing and Allied Industries	864	709	1,573	+ 179
Iron and Steel Products	3,336	511	3,847	+ 586
Transportation Equipment	2,736	425	3,161	+ 591
Non-Ferrous Metal Products	581	232	813	− 29
Electrical Apparatus and Supplies	739	906	1,645	+ 374
Non-Metallic Mineral Products	968	99	1,067	+ 237
Products of Petroleum and Coal	62	15	77	+ 17
Chemical Products	729	398	1,127	+ 267
Miscellaneous Manufacturing Industries	891	661	1,552	+ 176
Construction	**14,698**	**241**	**14,939**	**+ 412**
General Contractors	9,737	153	9,890	+ 305
Special Trade Contractors	4,961	88	5,049	+ 137
Transportation, Storage and Communication	**6,937**	**378**	**7,315**	**+ 750**
Transportation	6,292	172	6,464	+ 857
Storage	499	77	576	− 144
Communication	146	129	275	+ 37
Public Utility Operation	375	45	420	− 21
Trade	**11,295**	**6,448**	**17,743**	**+ 1,006**
Wholesale	4,606	1,578	6,184	− 144
Retail	6,689	4,870	11,559	+ 1,150
Finance, Insurance and Real Estate	**562**	**1,154**	**1,716**	**+ 214**
Service	11,679	15,575	27,254	+ 1,248
Community or Public Service	1,090	1,791	2,881	+ 480
Government Service	2,347	1,085	3,432	+ 401
Recreation Service	1,696	336	2,032	− 309
Business Service	1,650	1,038	2,688	− 409
Personal Service	4,896	11,325	16,221	+ 1,085
GRAND TOTAL	**90,230**	**43,051**	**133,281**	**+ 7,196**

[1]Preliminary.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 30, 1964[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional & Managerial Workers	7,043	1,954	8,997
Clerical Workers	14,954	43,940	58,894
Sales Workers	6,259	12,587	18,846
Personal & Domestic Service Workers	24,874	18,401	43,275
Seamen	627	10	637
Agriculture, Fishing, Forestry (Ex. log.)	3,727	203	3,930
Skilled and Semi-Skilled Workers	63,166	11,355	74,521
Food and kindred products (incl. tobacco)	743	272	1,015
Textiles, clothing, etc.	1,084	6,293	7,377
Lumber and lumber products	4,187	118	4,305
Pulp, paper (incl. printing)	1,000	346	1,346
Leather and leather products	733	846	1,579
Stone, clay & glass products	179	24	203
Metalworking	7,202	670	7,872
Electrical	1,469	684	2,153
Transportation equipment	422	92	514
Mining	726	1	727
Construction	13,716	1	13,717
Transportation (except seamen)	11,610	80	11,690
Communications & public utility	315	—	315
Trade and service	2,941	1,095	4,036
Other skilled and semi-skilled	11,746	640	12,386
Foremen	1,378	183	1,561
Apprentices	3,715	10	3,725
Unskilled Workers	53,338	16,457	69,795
Food and tobacco	1,576	2,971	4,547
Lumber & lumber products	4,898	296	5,194
Metalworking	2,635	440	3,075
Construction	22,606	—	22,606
Other unskilled workers	21,623	12,750	34,373
GRAND TOTAL	173,988	104,907	278,895

[1]Preliminary.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT SEPTEMBER 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) Sept. 30, 1964	Previous Year Sept. 30, 1963
Newfoundland	**6,979**	**6,257**
Corner Brook	1,637	1,058
Grand Falls	603	512
St. John's	4,739	4,687
Prince Edward Island	**875**	**1,016**
Charlottetown	529	559
Summerside	346	457
Nova Scotia	**11,208**	**11,034**
Amherst	295	381
Bridgewater	420	472
Halifax	4,249	3,879
Inverness	105	181
Kentville	768	602
Liverpool	197	188
New Glasgow	809	1,172
Springhill	298	401
Sydney	2,477	2,116
Sydney Mines	550	547
Truro	541	616
Yarmouth	499	479
New Brunswick	**8,953**	**9,808**
Bathurst	845	878
Campbellton	847	768
Edmundston	329	358
Fredericton	853	1,086
Minto	130	163
Moncton[2]	1,900	2,487
Newcastle	758	771
Saint John	2,117	2,296
St. Stephen	805	600
Sussex	176	192
Woodstock	193	209
Quebec	**91,334**	**95,799**
Alma	1,088	1,354
Asbestos	274	249
Baie Comeau	567	316
Beauharnois	591	640
Buckingham	437	474
Causapscal	489	505
Chandler	658	750
Chicoutimi	1,494	1,729
Cowansville	216	181
Dolbeau	611	735
Drummondville	1,059	1,263
Farnham	224	295
Forestville	163	166
Gaspé	458	461
Granby	1,224	1,170
Hull	2,014	1,891
Joliette	1,989	2,100
Jonquière	1,797	2,143
Lachute	345	379
Lac-Mégantic	447	366
La Malbaie	500	304
La Tuque	436	631
Lévis	1,907	1,790
Louiseville	503	494
Magog	333	290
Maniwaki	270	297
Matane	386	500
Mont-Laurier	415	377
Montmagny	642	614
Montréal	36,399	39,268
New Richmond	426	542
Port Alfred	364	566
Québec	7,833	7,817
Rimouski	914	984
Rivière du Loup	881	918
Roberval	885	763
Rouyn	1,027	1,364
Ste. Agathe des Monts	360	358
Ste. Anne de Bellevue	588	481
Ste. Thérèse	1,291	1,268
St. Hyacinthe	910	984
St. Jean	1,256	1,264
St. Jérôme	1,060	1,173
Sept-Iles	568	965
Shawinigan	2,418	2,516
Quebec—Concluded		
Sherbrooke	3,162	2,807
Sorel	1,311	1,032
Thetford Mines	1,264	974
Trois-Rivières	2,548	2,872
Val d'Or	844	1,041
Valleyfield	1,104	1,336
Victoriaville	1,216	1,044
Ville St. Georges	1,168	1,007
Ontario	**92,472**	**94,876**
Arnprior	223	178
Barrie	820	858
Belleville	945	1,036
Bracebridge	293	249
Brampton	800	911
Brantford	1,423	1,427
Brockville	282	263
Carleton Place	127	170
Chatham	731	765
Cobourg	543	490
Collingwood	313	384
Cornwall	1,487	1,439
Elliot Lake	233	257
Fort Erie	268	351
Fort Francis	194	158
Fort William	1,061	993
Galt	983	688
Gananoque	138	123
Goderich	202	154
Guelph	753	685
Hamilton	7,182	7,982
Hawkesbury	363	355
Kapuskasing	337	484
Kenora	400	266
Kingston	1,406	1,328
Kirkland Lake	430	384
Kitchener	1,238	1,305
Leamington	187	176
Lindsay	512	468
Listowel	93	177
London	2,548	2,758
Long Branch	2,795	2,449
Midland	326	324
Napanee	145	217
New Liskeard	200	190
Newmarket	603	566
Niagara Falls	578	892
North Bay	704	679
Oakville	418	584
Orillia	451	493
Oshawa	5,792	6,725
Ottawa	4,332	4,368
Owen Sound	425	586
Parry Sound	158	203
Pembroke	885	851
Perth	226	262
Peterborough	1,588	1,630
Picton	120	92
Port Arthur	1,118	1,148
Port Colborne	304	587
Prescott	301	308
Renfrew	287	217
St. Catharines	2,118	2,053
St. Thomas	368	508
Sarnia	1,481	1,392
Sault Ste. Marie	1,169	1,563
Simcoe	638	444
Smiths Falls	244	223
Stratford	365	269
Sturgeon Falls	300	406
Sudbury	1,939	2,524
Tillsonburg	312	374
Timmins	882	897
Toronto	25,864	24,322
Trenton	355	428
Walkerton	271	269
Wallaceburg	115	284
Welland	1,348	1,201
Weston	2,104	2,144
Windsor	3,974	4,458
Woodstock	354	484

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS. AT SEPTEMBER 30, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations		Office	Registrations	
	(1) Sept. 30, 1964	Previous Year Sept. 30, 1963		(1) Sept. 30, 1964	Previous Year Sept. 30, 1963
Manitoba	**11,377**	**10,335**	**British Columbia**	**34,267**	**35,410**
Brandon	678	765	Chilliwack	611	654
Dauphin	396	313	Courtenay	418	536
Flin Flon	134	93	Cranbrook	373	343
Portage la Prairie	259	356	Dawson Creek	442	781
The Pas	169	161	Duncan	324	418
Winnipeg	9,741	8,647	Kamloops	1,233	651
			Kelowna	435	393
Saskatchewan	**5,971**	**5,775**	Mission City	426	522
Estevan	91	72	Nanaimo	531	699
Lloydminster	75	87	Nelson	391	319
Moose Jaw	516	501	New Westminster	4,410	5,560
North Battleford	322	258	Penticton	521	434
Prince Albert	761	744	Port Alberni	478	514
Regina	1,791	1,702	Prince George	1,127	1,214
Saskatoon	1,797	1,703	Prince Rupert	750	680
Swift Current	206	199	Quesnel	491	455
Weyburn	81	79	Trail	478	440
Yorkton	331	430	Vancouver	17,057	17,301
			Vernon	556	488
Alberta	**15,459**	**16,645**	Victoria	3,063	2,579
Blairmore	113	181	Whitehorse	152	207
Calgary	5,814	6,440			
Drumheller	156	197	**CANADA**	**278,895**	**286,955**
Edmonton	6,521	7,056			
Edson	193	153	Males	173,988	187,793
Grande Prairie	417	451			
Lethbridge	857	836	Females	104,907	99,162
Medicine Hat	674	696			
Red Deer	714	635			

(1) Preliminary subject to revision.

(2) Includes 229 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 927, October issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—July	4,358,000	4,152,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300
November	4,192,000	3,888,600	303,400
October	4,125,000	3,006,100	218,900
September	4,122,000	3,935,700	186,300
August	4,132,000	3,939,500	192,500
July	4,086,000	3,867,000	219,000

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AUGUST 31, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	July 31, 1964	Aug. 30, 1963
Canada	182,029	72,850	56,142	31,243	21,794	205,326	192,511
Male	111,497	49,357	32,487	17,635	12,018	127,243	123,058
Female	70,532	23,493	23,655	13,608	9,776	78,083	69,453
Newfoundland	4,298	1,600	1,207	902	589	4,687	4,676
Male	3,388	1,302	929	696	461	3,764	3,701
Female	910	298	278	206	128	923	975
Prince Edward Island	676	220	302	99	55	766	757
Male	467	182	227	25	33	531	481
Female	209	38	75	74	22	235	276
Nova Scotia	9,192	3,228	2,931	1,893	1,140	9,227	8,918
Male	6,726	2,514	2,116	1,363	733	6,619	6,475
Female	2,466	714	815	530	407	2,608	2,443
New Brunswick	6,874	2,242	2,325	1,707	600	8,054	7,566
Male	4,488	1,557	1,367	1,247	317	5,401	5,359
Female	2,386	685	958	460	283	2,653	2,207
Quebec	57,826	23,863	17,836	9,646	6,481	64,252	60,778
Male	37,710	17,225	10,987	5,683	3,815	41,346	40,146
Female	20,116	6,638	6,849	3,963	2,666	22,096	20,632
Ontario	65,573	27,733	21,159	9,416	7,265	80,062	69,404
Male	37,424	17,572	11,474	4,553	3,825	47,751	42,688
Female	28,149	10,161	9,685	4,863	3,440	32,311	26,716
Manitoba	6,942	2,097	1,969	1,545	1,331	6,628	6,486
Male	3,923	1,396	1,029	803	695	3,628	3,565
Female	3,019	701	940	472	636	3,000	2,921
Saskatchewan	3,486	1,157	971	686	672	3,401	3,465
Male	1,568	567	444	257	300	1,643	1,759
Female	1,918	590	527	429	372	1,758	1,706
Alberta	8,915	3,349	2,419	1,913	1,234	9,334	9,177
Male	5,213	2,150	1,285	1,099	679	5,561	5,722
Female	3,702	1,199	1,134	814	555	3,773	3,455
British Columbia	18,247	7,361	5,023	3,436	2,427	18,915	21,284
Male	10,590	4,892	2,629	1,909	1,160	10,999	13,162
Female	7,657	2,469	2,394	1,527	1,267	7,916	8,122

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE AUGUST 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	1,246	865	381	1,248	750	498	710
Prince Edward Island	224	134	90	252	175	77	80
Nova Scotia	3,164	1,910	1,254	3,085	2,194	891	1,187
New Brunswick	2,505	1,630	875	2,776	1,850	926	971
Quebec	26,587	15,917	10,670	28,659	20,365	8,294	11,092
Ontario	30,463	20,273	10,190	38,986	28,639	10,347	11,203
Manitoba	2,202	1,623	579	2,115	1,352	763	816
Saskatchewan	1,232	892	340	1,182	715	467	462
Alberta	3,386	2,256	1,130	3,231	2,047	1,184	1,444
British Columbia (incl. Yukon Territory)	8,007	4,958	3,049	7,917	5,077	2,840	2,879
Total, Canada, August 1964	79,016	50,458	28,558	89,451	63,164	26,287	30,844
Total, Canada, July 1964	108,939	70,922	38,017	102,495	73,854	28,641	41,279
Total, Canada, August 1963	86,162	52,942	33,220	99,105	71,595	27,510	28,410

*In addition, revised claims received numbered 25,753.

†In addition, 25,176 revised claims were disposed of. Of these, 2,351 were special requests not granted and 1,409 appeals by claimants. There were 7,400 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, AUGUST 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	13,020	283,520
Prince Edward Island	2,251	46,952
Nova Scotia	25,694	569,608
New Brunswick	22,732	497,601
Quebec	176,645	4,175,753
Ontario	206,569	4,970,220
Manitoba	22,076	507,366
Saskatchewan	10,239	231,987
Alberta	24,602	611,774
British Columbia (including Yukon Territory)	53,965	1,303,778
Total, Canada, August 1964	557,793	13,198,559
Total, Canada, July 1964	595,007	14,085,931
Total, Canada, August 1963	596,026	14,007,035

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949–100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1963—October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1964

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	Sept. 1963	Aug. 1964	Sept. 1964							
St. John's Nfld.(1)	120.2	122.5	121.9	118.2	116.2	114.8	121.3	164.1	147.3	114.3
Halifax	131.6	132.8	132.4	128.0	133.7	129.1	135.4	167.4	169.0	124.6
Saint John	133.5	135.5	135.3	133.9	133.5	127.4	141.5	187.2	154.0	124.5
Montreal	133.6	135.5	135.2	138.9	135.6	111.3	157.9	175.1	150.9	123.7
Ottawa	134.6	136.6	136.6	135.6	137.3	124.0	156.3	173.2	147.6	125.3
Toronto	135.0	137.4	137.5	132.8	140.8	125.5	140.4	165.1	186.9	123.2
Winnipeg	130.9	132.4	132.3	132.1	128.6	125.6	134.5	182.7	141.4	127.2
Saskatoon-Regina	129.1	130.5	130.4	131.6	128.4	132.4	133.8	148.2	145.7	119.9
Edmonton-Calgary	127.7	129.0	128.9	127.0	127.1	128.4	128.9	170.1	143.7	119.6
Vancouver	132.2	133.2	133.1	132.0	135.7	122.1	139.6	155.4	148.9	121.7

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1048.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963: September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964: January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,000	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,123	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, SEPTEMBER 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—
Mines	3	2,299	15,300
Manufacturing	40	5,499	84,920
Construction	8	291	610
Transpn. & utilities	4	212	1,100
Trade	6	188	380
Finance	—	—	—
Service	2	550	1,700
Public administration	—	—	—
All industries	63	9,039	104,010

TABLE G-3—STRIKES AND LOCKOUTS, SEPTEMBER 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	—	—	—
Prince Edward Island	—	—	—
Nova Scotia	1	135	140
New Brunswick	—	—	—
Quebec	12	2,101	36,380
Ontario	34	3,654	47,440
Manitoba	1	1,875	9,380
Saskatchewan	4	607	2,570
Alberta	1	20	240
British Columbia	8	528	7,230
Federal	2	119	630
All jurisdictions	63	9,039	104,010

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accumulated		
MINES						
Metal						
Anaconda Company, Britannia Beach, B.C.	Mine, Mill and Smelter Workers Loc. 663 (Ind.)	289	5,780	10,550	Aug. 11 Sep. 26	Wages, hours~Mine and mill closed.
International Nickel, Thompson, Man.	Steelworkers Loc. 6166 (AFL-CIO/CLC)	1,875 (60)	9,380	37,510	Aug. 11 Sep. 9	Wages~5% increase 1st.-yr., 3% 2nd.-yr., 3½% 3rd.-yr.; other improved benefits.
Mineral Fuels						
Bras D'Or Coal, Broughton, N.S.	Mine Workers Loc. 9938 (Ind.)	135	140	140	Sep. 16 Sep. 17	Dismissal of one employee for alleged incompetency~ Dismissed employee re-employed with no compensation for time lost.
MANUFACTURING						
Rubber						
National Rubber and Pneuco Machinery Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	197	590	590	Sep. 28	Wages, hours, union security, irrevocable check-off~
Leather						
G. A. Boulet Ltee., St-Tite, Que.	CNTU	123	860	1,840	Aug. 20 Sep. 11	Union recognition~Temporary injunction issued.
Clothing						
A. Cohen Co., St-Gabriel de Brandon, Que.	Amalgamated Clothing Workers Loc. 764 (AFL-CIO/CLC)	150	1,950	1,950	Sep. 14	Refusal to work under new manager~
Warner Bros., Quebec, Que.	Clothing Workers' Federation (CNTU)	155	620	620	Sep. 16 Sep. 22	Wages, hours~Wage increases, reduction in hours from 42½ to 40 hours per wk.
Paper						
Standard Paper Box, Montreal, Que.	Printing Federation (CNTU)	200	4,200	17,000	June 1	Wages~
Appleford Paper Products, Hamilton, Ont.	Printing Pressmen Loc. 540 (AFL-CIO/CLC)	200	840	2,930	Aug. 18 Sep. 8	Wages~6¢ an hr. increase Sep. 1, 1964, 6¢ Oct. 1, 1965 plus 3½¢ in fringe benefits Sep. 1, 1964.
Printing and Publishing						
La Presse, Montreal, Que.	Typographical Union Loc. 145 (AFL-CIO/CLC)	1,200	25,200	98,400	June 3	Automation, hours, sick leave, vacation, apprentice rates~
The Star, Telegram, and Globe and Mail, Toronto, Ont.	Typographical Union Locs. 91 & 5 (AFL-CIO/CLC)	901	18,920	52,100	July 9	Working conditions as affected by computers~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada), London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	115	2,420	3,550	Aug. 19	Wages, other improvements ~
Metal Fabricating						
Nicholson File Canada, Port Hope, Ont.	Steelworkers Loc. 6497 (AFL-CIO/CLC)	225 (30)	4,280	6,310	Aug. 19 Sep. 29	Wages, seniority, union security, check off~7¢ an hr. increase on signing of contract, a further 7¢ an hr. at anniversary date, all new employees must sign for check-off of union dues after 30 days.
Machinery						
Hamilton Gear and Machine, Toronto, Ont.	Moulders Loc. 28 (AFL-CIO/CLC)	168	80	80	Sep. 30	Wages~

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, SEPTEMBER 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Sept.	Accumulated		
Electrical Products						
Canadian Westinghouse, Brantford, Ont.	I.U.E. Loc. 555 (AFL-CIO/CLC)	308	1,230	4,770	Aug. 14 Sep. 8	Wages, incentive bonus, seniority~6¢ an hr. increase for female help, 6–8.3¢ for males plus 4¢ for certain classifications; improved vacations, changes in incentive bonus added to agreement.
Canadian General Electric, Guelph, Peterborough, and Toronto, Ont.	Technical Engineers Loc. 164 (AFL-CIO/CLC)	296	4,640	5,620	Aug. 26 Sep. 29	Wages, hours~Wage increases varying according to classification and plant.
Lanark Manufacturing, Dunnville, Ont.	U.E. Loc. 543 (Ind.)	340	7,140	7,560	Aug. 31	Wages, working conditions, seniority provisions~
Chemical Products						
C. I. L. Mastex Division Brampton, Ont.	Chemical Workers Loc. 9–698 (AFL-CIO/CLC)	120	260	260	Sep. 30 Sep. 30	Suspension of some workers for refusal to work overtime ~Return of workers.
CONSTRUCTION						
Smith Bros. & Wilson, Crofton, B.C.	Plumbers Loc. 170 (AFL-CIO/CLC)	165	330	330	Sep. 28 Sep. 29	Work jurisdiction on laying of fibreglass pipes~Court injunction forced withdrawl of pickets.
TRANSPN. & UTILITIES						
Storage						
Alberta Wheat Pool, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	109	600	600	Sep. 11 Sep. 19	Union security and membership coverage~Return of workers.
TRADE						
Goodyear Tire and Rubber, Toronto, Ont.	Rubber Workers Loc. 232 (AFL-CIO/CLC)	130	130	130	Sep. 3 Sep. 8	Refusal of 3 employees to unload material from a strike-bound plant~Return of workers on instruction of union.
SERVICE						
Education						
Regina Public School Board, Regina, Sask.	Public Employees Loc. 16 (CLC)	539	1,620	1,620	Sep. 1 Sep. 4	Salaries~6.6% increase in salary schedules.

Figures in parentheses indicate the number of workers indirectly affected.

(*Continued from page 982*)

Work Stoppage

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During October

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

ATLANTIC SUGAR REFINERIES, SAINT JOHN, N.B.—BAKERY WKRS. (CLC): 3-yr. agreement covering 500 empl.—wage increases of 7¢ an hr. eff. Sept. 1, 1964, 6¢ an hr. eff. Sept. 1, 1965, and 5¢ an hr. eff. Sept. 1, 1966; transportation allowance of $1 each way to be paid to empl. called out to work or sent home between midnight and 6 a.m.; bereavement leave of 1 day to be granted to empl. on death of spouse, mother, father, son, daughter, brother or sister; increase in evening and night shift premiums to 7¢ an hr. (formerly 5¢) and 14¢ an hr. (formerly 10¢) respectively; rates for male labourer after Sept. 1, 1966 will be $1.90 an hr. and for female packer, $1.45 an hr.; agreement to expire Aug. 31, 1967.

B.C. HYDRO & POWER AUTHORITY—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,900 empl.—wage increases for transit operator of 4.3% retroactive to Sept. 1, 1964 and 4.3% eff. Sept. 1, 1965; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); sick leave (after 6 mos. probation) to be provided up to 5 days after 1 yr. of service, 10 days after 3 yrs. of service, 15 days after 5 years of service, and 22 days after 10 yrs. of service; improvements in pension plan; rate for transit operator after Sept. 1, 1965 will be $2.76 an hr; agreement to expire Aug. 31, 1966.

CDN. CELANESE, DRUMMONDVILLE, QUE.—TEXTILE WKRS. UNION (AFL-CIO/CLC): 3-yr. agreement covering 2,300 empl.—general wage increases of 7¢ an hr. retroactive to May 1, 1964, 8¢ an hr. eff. May 1, 1965, and 9¢ an hr. eff. May 1, 1966; reduction in hrs. of work with maintenance of pay for approximately 270 production empl. provided in first yr. of agreement; reduced work wk. and new wage rate structure arranged for approximately 450 maintenance empl.; vacation pay for empl. with 20 yrs. of service to be 8% of total earnings (formerly 7%); funeral leave of 1 day introduced; agreement to expire April 30, 1967.

EASTERN CANADA STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 850 empl.—wage increases of 6¢ and 3¢ an hr. retroactive to Jan. 1, 1964 and July 1, 1964 respectively, 3% eff. Jan. 1, 1965 and 3% eff. July 1, 1965; provisions for minor changes in the health and welfare benefits; agreement to expire Dec. 31, 1965.

LEGRADE INC. & EASTERN ABBATTOIRS, MONTREAL & QUEBEC, QUE.—PACKINGHOUSE WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increases of 6¢ an hr. retroactive to April 1, 1964 and 5¢ an hr. eff. April 1, 1965 with further provision that empl. on payroll up to April 1, 1965 to receive 3¢ an hr. over and above the general increases; improvements in health and welfare plan; plan to be paid entirely by company, eff. April 1, 1965; base rate for male empl. after April 1, 1965 will be $2.09½ an hr. and for female empl. $1.94½ an hr.; agreement to expire March 29, 1966.

MOTOR TRANSPORT INDUSTRIAL RELATIONS BUREAU (CAR CARRIERS), ONT. & QUE.—TEAMSTERS (IND.): 3-yr. agreement covering 740 empl.—wage increases for skilled mechanics of 11¢ an hr. eff. Aug. 14, 1964, 10¢ an hr. eff. July 1, 1965 and 10¢ an hr. eff. July 1, 1966; wage increases for unskilled maintenance empl. of 9¢ an hr. eff. Aug. 14, 1964, 9¢ an hr. eff. July 1, 1965 and 8¢ an hr. eff. July 1, 1966; wage increases for yard and dockmen of 10¢ an hr. eff. Aug. 1964, 8¢ an hr. eff July 1, 1965 and 8¢ an hr. eff. July 1, 1966; hrs. of work reduced to 45 hrs. from 48 hrs. a wk.; increases granted in mileage allowances: loaded vehicles—1/10¢ increase per mile in first yr., 2/10¢ increase per mile in second yr. and 1/10¢ increase per mile in third yr.; for empty vehicles, 1/10¢ increase per mile each yr. of agreement; rate for dockman July 1, 1966 will be $2.21 an hr; agreement to expire June 30, 1967.

TORONTO CITY, ONT.—CIVIC EMPL. (IND.) (OUTSIDE EMPL.): 2-yr. agreement covering 3,000 empl.—wage increases of 10¢ an hr. retroactive to April 1, 1964 and 10¢ an hr. eff. April 1, 1965; 3 wks. vacation after 7 yrs. of service (formerly after 10 yrs.), and 4 wks. after 20 yrs. of service (formerly after 25 yrs.); increases in shift differentials retroactive to April 1, 1964: afternoon shift differential of 13¢ an hr. (formerly 10¢); night shift differential of 14¢ an hr. (formerly 12¢); rate for labourer at April 1, 1965 will be $2.26 an hr.; agreement to expire March 31, 1966.

TRUCKING ASSN. OF QUEBEC, MONTREAL, QUE.—TEAMSTERS (IND.): 3-yr. agreement covering 1,200 empl.—wage increases of 8¢ an hr. retroactive to Oct. 5, 1964, 8¢ an hr. eff. Oct. 1, 1965, and 9¢ an hr. eff. Oct. 1, 1966; 3 wks. vacation after 17 yrs. of service in first yr. of agreement, after 15 yrs. in second yr. of agreement, and after 12 yrs. in third yr. of agreement; time and a half to be paid for work on Saturday; bereavement leave of 3 days granted for death of immediate relatives; insurance plan extended to employees' dependents; rate for truck driver at Oct. 1, 1966 will be $2.07 an hr.; agreement to expire Sept. 30, 1967.